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INQUIRY INTO

LABOUR DISPUTES

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Report of the

ROYAL COMMISSION

INQUIRY INTO LABOUR DISPUTES

ONTARIO

Report of the

ROYAL COMMISSION

INQUIRY INTO LABOUR DISPUTES

August 1968

THE HONOURABLE IVAN C. RAND, C.C.
Commissioner

E. MARSHALL POLLOCK
Counsel

ONTARIO MINISTRY OF LABOUR
JUL 31 1975

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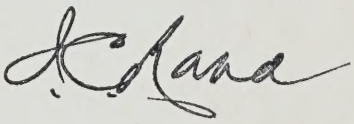
To His Honour,
The Lieutenant-Governor of the
Province of Ontario.

May it please Your Honour:

Having been appointed by Royal Commission to perform the duties set out in the Commission and the Order in Council authorizing it, I submit to your Honour my report.



Commissioner.

August, 1968

[Seal]

PROVINCE OF ONTARIO

ELIZABETH THE SECOND, by the Grace of God of the United Kingdom, Canada and Her other Realms and Territories Queen, Head of the Commonwealth, Defender of the Faith.

TO THE HONOURABLE IVAN C. RAND

GREETING:

WHEREAS in and by Chapter 323 of The Revised Statutes of Ontario, 1960, entitled "The Public Inquiries Act", it is enacted that whenever Our Lieutenant Governor in Council deems it expedient to cause inquiry to be made concerning any matter connected with or affecting the good Government of Ontario or the conduct of any part of the public business thereof or of the administration of justice therein and such inquiry is not regulated by any special law, he may, by Commission, appoint one or more persons to conduct such inquiry and may confer the power of summoning any person and requiring him to give evidence on oath and to produce such documents and things as the Commissioner or Commissioners deem requisite for the full

investigation of the matters into which he or they are appointed to examine;

AND WHEREAS Our Lieutenant Governor in Council of Our Province of Ontario deems it expedient to cause inquiry to be made concerning the matters hereinafter mentioned;

NOW KNOW YE that WE, having and reposing full trust and confidence in you the said the Honourable Ivan C. Rand of Our City of Toronto, DO HEREBY APPOINT you to be Our Commissioner to inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, individually and collectively, and of trade unions and their members, individually and collectively, with relation to each other and to the general public or any individual or section thereof, and the use of strikes, cessations of work, lock-outs, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes and to examine the use of and procedures for obtaining injunctions in relation thereto, and to report thereon and to make such recommendations to Our Prime Minister and Executive Council as you Our Commissioner may deem fit.

AND WE DO CONFER on you, Our said Commissioner, the power of summoning any person and requiring him to give evidence on oath and to produce such documents and things as you Our said Commissioner deem requisite to the full examination of the matters into which you are appointed to examine.

AND WE DO HEREBY ORDER that all Government Departments, Boards, Agencies and Committees shall assist you Our said Commissioner to the fullest extent in order that you may carry out your duties and functions, and that you shall have authority to engage such counsel, research and other staff and technical advisers as you Our said Commissioner may deem proper.

TO HAVE, HOLD AND ENJOY the said Office and authority of Commissioner for and during the pleasure of Our Lieutenant Governor in Council for Our Province of Ontario.

IN TESTIMONY WHEREOF We have caused these Our Letters to be made Patent, and the Great Seal of Our Province of Ontario to be hereunto affixed.

WITNESS: THE HONOURABLE WILLIAM EARL ROWE, A Member of Our Privy Council for Canada, Doctor of Laws, Doctor of Social Science,
LIEUTENANT GOVERNOR OF OUR PROVINCE OF ONTARIO

at Our City of Toronto in Our said Province this eighteenth day of August in the year of Our Lord one thousand nine hundred and sixty-six and in the fifteenth year of Our Reign.

BY COMMAND

(Signed) John Yaremko,
PROVINCIAL SECRETARY AND MINISTER OF CITIZENSHIP

ORDER-IN-COUNCIL

Copy of an Order-in-Council approved by His Honour the Lieutenant Governor, dated the 18th day of August, A.D. 1966.

Upon the recommendation of the Honourable the Prime Minister, the Committee of Council advise that pursuant to the provisions of The Public Inquiries Act, R.S.O. 1960, Chapter 323, a Commission be issued appointing the Honourable Ivan C. Rand a Commissioner to inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, individually and collectively, and of trade unions and their members, individually and collectively, with relation to each other and to the general public or any individual or section thereof, and the use of strikes, cessations of work, lock-outs, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes and to examine the use of and procedures for obtaining injunctions in relation thereto, and to report thereon and to make such recommendations as he may deem fit to the Lieutenant Governor in Council.

The Committee further advise that pursuant to the said Act, the Commissioner shall have the power of summoning any person and requiring him to give evidence on oath and to produce such documents and things as the Commissioner deems requisite to the full examination of the matters into which he is appointed to examine.

And the Committee further advise that all Government Departments, Boards, Agencies and Committees shall assist the Commissioner to the fullest extent in order that he may carry out his duties and functions, and that he shall have authority to engage such counsel, research and other staff and technical advisers as he deems proper at rates of remuneration and reimbursement to be approved by the Treasury Board.

Certified,

J. J. YOUNG

Clerk, Executive Council.

PREFACE

Following the constitution of the Commission and the appointment of Counsel, letters containing the terms of reference were sent to:

The Canadian Labour Congress;

The Ontario Federation of Labour;

The Confederation of National Trade Unions;

The Christian Labour Association of Canada;

The offices of some one hundred and five trade unions;

All of the local labour councils in Ontario;

All of the boards of trade and chambers of commerce in Ontario;

The headquarters of some one hundred and twenty-seven employers' associations;

The offices of some one hundred and forty-one lawyers in Ontario;

All the newspapers and radio stations in Ontario;

Several particular municipal organizations and associations, such as the Association of Ontario Mayors and Reeves;

inviting them to bring to the attention of the Commission, for its consideration, any matter coming within the terms of reference.

In November, 1966, a notice setting forth the terms of reference and inviting the submission of briefs was published in forty-seven daily newspapers in Ontario and in the Ontario Reports. This notice, together with more particulars relating to the schedule of public hearings, was repeated on several occasions during the month of February, 1967.

A working agenda, containing an organized outline of some of the matters to be considered, was prepared and forwarded to all those signifying an interest in the work of the Commission (see Appendix C).

In response to these requests, the Commission received one hundred and two submissions, plus a number of supplementary documents which were filed as exhibits to the submissions. A complete list of submissions received and filed appears in Appendix A to this report.

Opinions in writing were also received from a number of other organizations and individuals supporting particular submissions or presenting their own views informally, and to these, as well as to those who prepared and submitted briefs, the Commission is indebted for assistance.

Commencing on January 10, 1967, the Commission held public hearings in the following cities in Ontario:

Toronto	January 10 to 27, 1967
	March 30 and 31, 1967
	April 13 and 14, 1967
	April 17 to 21, 1967
	April 27 and 28, 1967
	May 11 and 12, 1967
	May 31 to June 2, 1967
Kingston	March 13, 1967
Windsor	March 28 and 29, 1967
London	April 3, 1967
Peterborough	April 6, 1967
Hamilton	April 10 and 11, 1967
Port Arthur	April 24 and 25, 1967
Sudbury	May 1 and 2, 1967
Ottawa	May 8 and 9, 1967

During the course of these hearings, which extended over forty-one days and 5,432 pages of verbatim transcript, the Commission heard eighty-two representations. These hearings provided an excellent opportunity for the public statement of views and exchange of opinions for which the Commission is greatly indebted to all of the individuals and organizations who took the time and effort required to prepare and submit briefs and to appear at the hearings (see Appendix A).

The Commission is no less indebted to the host of government, academic, legal, labour and management people in both Canada and abroad, with whom it held extremely valuable informal discussions (see Appendix B).

To supplement these inquiries and to give further insight into the actual dynamics of particular labour disputes, a questionnaire was prepared and forwarded to the 3,362 employers and trade unions, who found themselves involved in labour disputes from 1958 to 1967. The result of this study appears as Appendix D to this report.

Finally, the Commission expresses its grateful appreciation to Mrs. L. R. Weisdorf, Messrs. G. M. Thomson, B. P. Bellmore, H. S. Simmons, D. R. Cayne, M. J. Veschler, M. C. Rand and Miss M. L. Orenstein who assisted in various projects of research, and to Mrs. Barbara Berketa for her efficient and conscientious services as secretary to the Commission.

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PART ONE

Historical Background

ENGLAND

FOR the purpose of indicating the transformation of legal and legislative attitude toward the claims of workmen particularly in its course during the past two centuries in England on which, in its later stages, that of Ontario was originally based, a brief reference to a few significant events of that period may be excused.

Apart from agricultural labourers, the working force was composed of members of crafts and workers engaged in the rapidly developing industrialism of the latter part of the eighteenth century, a development which has accelerated in intensity to the present time. In these pursuits, employment, in its legal aspect, was strictly individual; during the eighteenth century, wages were prescribed in many cases by special statutes; reaching as far back as the fourteenth century, statutes had provided for wage-fixing by justices of the peace.

Expanding industry with increasing industrial population took its inevitable course towards the assertions and the clash of the conflicting interests involved; and just so inevitably, workmen began to resort to group action for their own betterment. This drew upon them adverse judicial decisions on the ground that such action was of the nature of conspiracy in restraint of trade and criminal in character. It is of interest that from 1351 to 1875, by various master and servant acts, the breach of a contract of employment involved criminal

liability; and that in the words of K. W. Wedderburn, Cassel Professor of Law in the University of London, "a yearly average of 5,600 such convictions (for breach of employment contract) is recorded between 1857 and 1871; and in 1872 (a boom year in trade union militancy) it rose to 10,400."

In 1799 and 1800, feelings against labour's demands were brought to white heat, fanned by intensified resistance on the part of labour, by apprehensions arising from the French revolution, and the social ideas let loose in the latter part of the century. By statutes in both years many compulsions and restrictions of the past were confirmed; others were newly enacted; and collective action by groups of workmen reached its pinnacle of repression. But the germination of the new conceptions was too far advanced to be thus obliterated, and in 1824 and 1825 came legislative recognitions that pointed the course of labour's movement into the present century.

The statute of 1825 accepted the legitimacy of worker organization for the purpose of obtaining higher wages and reduction of working hours, but no more. During the first half of the nineteenth century, Chartist and other protestations and riots took place evidencing a seething social insurgency against the direct and indirect, but logical, consequences of the individualistic conception of both property and the employment relationship. Little of relevant legislation took place, however, until 1871 when "restraint of trade" was removed as a criminal purpose of a trade union; and when agreement to do an act in relation to a labour dispute, not criminal if done by an individual, was purged of criminality.

In 1875 peaceful picketing for the purpose of obtaining or communicating "information" was excepted from the offence of watching and besetting by a provision which was later extended to include "persuasion" by the Act of 1906. This last legislation removed civil liability for inducing a breach of another person's contract of employment or interfering with his business when the act done arose out of a labour dispute. It also prohibited legal action against a union.

On these statutes of 1871, 1875 and 1906, the labour law in England in substance rested until 1966, a legalistic charter of collective immunity and individual freedom of economic

action when taken in contemplation or furtherance of trade disputes. The policy underlying that law was to hold intervention of government by administrative regulation to a minimum; to leave it to the parties to settle their disputes; and to allow them wide resort to economic measures to compel acceptance or enable rejection of demands made by either. But it should be added that the individual unionist was held to strict accountability under the general law of personal wrongs for the expansion of which creative activity of the House of Lords has not been lacking.

The inadequacy of that policy and its involvement with the commercial security of Great Britain were shown by the extreme step taken in 1966 with the passage of the Prices and Incomes Act by which existing wages and prices were made subject to regulatory influence. These controls, in the present session of Parliament, may become strengthened by the enactment of specific percentages of permissible wage and price increase. Originally, the provisions, though not giving authority to fix wages or prices, required submission of proposals for increases to a Minister who might refer them to a board for a report, and a suspension of action by the proposers until, in the latter case, the report was filed.

Other institutions have been provided to deal with disputes, such as Wage Councils and an Industrial Court which may be affected by proposed legislation; but except for this interposition and for special and small scale matters, voluntarism reigns and compulsion is absent. A Royal Commission under the chairmanship of Lord Donovan has, for over three years, been examining the workings of labour and management relations and the report has on June 7th, last, been submitted; but its findings and recommendations do not appear to be significant to the objects of this inquiry.

What was achieved in England toward the latter part of the nineteenth century in labour relations was the amelioration of working conditions and economic betterment of the workers, brought about by the militancy of the workers, the increase of political power through the extension of the franchise, and the efforts and influence of independent humanists who were driven to challenge entrenched privilege by an outraged morality.

THE UNITED STATES

The demonstration in England appears equally emphatic in the industrial experience of the United States. Here was a land for the first time exhibiting an unobstructed stage for unloosed and untrammelled talents and energies of politically free men. Half a continent lay open to the exploitation of colossal resources by the fastest and the strongest. The individual was sovereign of property; men's rights were natural rights declared by a written constitution deduced from natural law. Within that structure freedom shone, wealth became fabulous; men at last had attained the highest peaks of individual liberation possible to them.

That movement for almost two centuries has been marked by tremendous achievements in cultural and material features of civilization; art, science, technology, have opened the way to the ultimate, at least, in knowledge. Its arsenal today surpasses all previous imaginings; its mastery of science and its utilization of technology in material apparatus exceeds the wildest dreams. In terms of "success" utopia has been realized.

But as early as 1806 the clash between masters and men arose to mar that happy confidence. In Pennsylvania combining or "conspiring" for higher wages, to compel discharge of workers breaking any of the group rules and to prevent workmen from serving masters who refused these demands, was held to be criminal as restraint of trade. This and like decisions paralleled generally the course of things in Britain with the exception of the statutory amelioration in 1824-25. Occasionally, as in the case of *Commonwealth of Massachusetts v. Hunt* in 1842, the purpose of self-interest sought by organized workmen through economic action was recognized as legitimate; but this was exceptional, and the twentieth century opened upon a scene of combinations of men and power in contest with each other and the public in magnitude never before witnessed.

In 1914 Congress enacted the first federal legislation of direct labour significance, the Clayton Act, designed to curb the expanding use of injunctions and to limit the anti-trust features of the Sherman Act in respect of trade union activi-

ties. In 1921 these purposes were virtually nullified by the decision of the Supreme Court, holding that the provisions of the Clayton Act did not preclude injunctions under the Sherman Act when unions were allegedly involved in a conspiracy in restraint of trade.

Congress responded in 1932 with the Norris-LaGuardia Act which withdrew the injunctive power in labour matters from the federal courts; and in 1933 with the National Industrial Recovery Act which provided that employees should be free to organize and bargain collectively through representatives of their own choosing.

Two years later the National Labor Relations (Wagner) Act was passed which established the National Labor Relations Board as the administrative agency to administer the law of those declared rights and to enforce the newly enacted code of unfair employer practices by measures including court injunctive relief.

In 1947 the basic policy so enunciated was expanded by the Taft-Hartley Act in amendment of the National Labor Relations Act. Unfair practices by labour, such as restraint and coercion of employees, secondary boycotts, and other restrictive practices, were dealt with and a procedure for dealing with emergency disputes affecting the national health or safety provided.

This legislation, apart from the Landrum-Griffin Act of 1959 embodies substantially the labour code for the field of interstate and foreign commerce of the United States.

From that experience and aided by the influence of international unions, Canada has followed, in modified form, a good number of its regulatory features. Among them are the free choice of union, bargaining agents for units of employees, their legal certification, obligatory bargaining, the collective agreement, unfair labour practices, administrative boards and other minor items.

HISTORICAL CONCLUSIONS

With such a parallel history in the leading industrial countries of Britain and the United States, it appears inevitable that with the "explosion" of population, the universal

exposure to the spectrum of ideas and the surrender of populations to materialism, more, not less, regulation of labour as well as all civil relations is the *sine non quo,* the absolute necessity, of democratic government. The alternative is social anarchy and chaos, the reality of which we are witnessing today in different parts of the world. What that history, beyond serious doubt, establishes is the fact that the government of labour-management relations cannot be left to the uncontrolled action of the immediate parties to them.

Social and Economic Change

THE twentieth century, with two world wars within twenty-five years, with an achievement in science that surpassed the entire previous accomplishment, broke through even the restraints of morality and today exhibits an unlimited field of demolished inhibitions. A universal exposure has taken the place of what were looked upon as civilization's garments; and it was only to be expected that the age old feud between employers and employees would be intensified by the new opportunity for action offered.

Among other things they have brought a new and persistent examination of human "rights" and liberties; individualism has been transformed into massive organizations of men, money and power; the humanity of national states is now everywhere making fresh demands and seeking means and ways to a reconciliation of conflicting social, economic and political interests through what it describes as social justice. There are involved both the primal demands for food, clothing and shelter, and the secondary but equally insistent demand for greater participation in the ornamentations of life, the luxuries, the products of wealth, the ostentatious display of which creates the standards of acceptance. That is the background against which labour relations of today must be viewed and procedures adopted for their adjustment to societies of order.

There is this to be remembered: through its history, to the present time, labour has necessarily played the demanding

role. Employment postulates property; it is the working of property that invites and engages labour; and it is the latter that must initiate beneficial claims. But through the transformation of employment from that of the individual to aggregations of workers in coordinated action, as well as fundamental social change, massive industry, business and labour of this day have been brought to basic modifications in the conceptions of, and attitudes toward, employment relations. With the proliferation of populations, the productive and service capacity made possible by modern technology, the collectivism of both capital and labour, the introduction through education and the media of communication to ideas on every conceivable subject, the function of the "economy" in the broadest sense of the word has become one not only of meeting—and creating—wants, but also of furnishing employment for ever increasing new labour; in short, the economic task now involves the fulfillment, so far as possible, of the policy of full employment.

Our working society asserts the "right" not merely to "work", using the word to include any form of activity to which economic value can be attributed, but to have work created to enable all to share in goods and services, for which, apart from inheritance or poverty, some form or badge of "work" is held necessary. Collective capital and collective labour have become the primary instrumentalities to carry out that policy. The former includes the savings of the population, syphoned through various institutions many of which have taken on social aspects. Similar is the collective state of labour, called into existence by the nature of working relations. These organizations of men and money are now in the position of determining production and services, the repositories of dominating economic power. The social danger in each is arrogant, oligarchic and monopolistic control, the universal tendency of unrestrained human drives and appetites. Admittedly, at least presently, each needs the other in the exploitation of productive wealth; and today, in the west, they represent roughly equivalent power and counter power.

The principal capital for industrial purposes prior to the nineteenth century was the tools and the skills of artisans. The more highly skilled were members of mysteries, crafts,

guilds. Money capital was in Trade and Commerce. Since that time, the progress of industry and business through invention, technology and science has drawn in its train the demand for money capital elaborated through the mechanism of the corporate entity. Until the emergence in the present century of huge capital aggregations, prices generally were held to be the result of market action. As Professor Galbraith has demonstrated, however, those aggregations have reached such size and influence as to transcend that play of forces; basic prices are now dictated by dominating collectivities of industrial and business power.

At the same time, but somewhat more slowly, the organization of workers has created a countervailing power. Today these two groups, by their joint action, strengthened by the many aids of tariffs, subventions, tax exemptions and others, determine the quantity, quality, variety, style, manner, design and price of what we eat, drink and wear, of shelter and travel, and what we enjoy as entertainment; in short, the satisfaction substantially of all of our material and cultural wants and desires. This means, among other things, that they have attained a *de facto* control of vital elements of the country's life. It is not implied that this attainment is villainous or undesirable; it does imply that the condition is one demanding recognition and justifying, in the public interest, a degree of regulation.

In other words, together they possess the economic direction of the nation. It was inevitable, given our basic assumptions of property and its characteristics, and the myriad ideas in every field set loose in this century, that these industrial, business, and labour aggregations should arise; what is suggested is that they have reached a stage at which the upheaval in social outlook and action which they reflect calls for a limited new order of conceptions for their accommodation to an increasingly trained and educated democratic society which by its laws gives both capital and labour security for their joint functioning.

With only certain of those conceptions are we concerned here; those of the working relations between the two groups. The course of the first half of this century has seen extensive adjustments made to civilize the human aspects of industry,

some by law, others by agreement; safe conditions of workshops, machines, equipment, reasonable hours of work, holidays and many other items, all looking to the amelioration of workers' interests. But it is not in features of these adjustments that the keenest contests are now waged; those contests are essentially over greater economic participation and employment security.

What is to be examined is not primarily the substance of these goals; rather the procedural devices or means resorted to in the course of reaching accord between the two sets of power. The special features of these procedures will be dealt with in detail, but at this point it is desirable to state what the new situations and attitudes involve.

Our society, exhibiting only limited restrictions, thus acquiesces in the virtual management of our economy by these aggregated powers. It has been fundamental from our earliest customs and laws that significant public interest, according to its degree, overrides individual or private interest; but we accept the proposition also that society's maintenance in health and progress depends on the vigour, courage, initiative and resourcefulness of individual citizens; and that their freedom of exercising gifts or talents for, among other objects, advancement in what we call our "standard of living" is desirable. At the same time that freedom is known to be of a nature that tends to seek ever increasing conquests of power; and the restraint of grossness in that tendency is a continuing problem. What that means here is that capital (or management) and labour have in this country reached a stage at which they must accept limitations on the impacts of their associated action, including strike, on the public interest. Preserving the essence of free scope to individuals for the improvement, as we conceive it, in the lot of mankind, society cannot concede uncontrolled domination in sensitive and vital areas of the exercise of that freedom either as between the two groups themselves or as their joint action affects their community.

Toward themselves, then, these powerful forces must accept the rule of mutual accommodation, and toward the public, the rule of reasonable restraint. This duty arising from the new acceptance of their relationship is the justifica-

tion for the statutory requirement, when they are negotiating terms, that both shall "bargain in good faith." In the absence of that view, the obligation of "good faith" would make no sense except as an irrational arbitrary compulsion; it does make sense when there is implied a duty on the part of each to the other to be reasonable and straightforward in negotiation. That is essential to the proper attitude toward the public interest. Their co-action, in effect a social partnership, affecting production, public peace and security, preserving the cohesion of the community by an agreement which respects the claims of both and acknowledges the necessity of harmonious relations between them, can be the product only of the predicated attitude. The notion of virtual allodialism in property, of individual sovereignty, has been brought under social qualification.

Management and Labour in Ontario

THE situation in Ontario, in important respects, reflects those fundamental transformations, much of which must be credited to the conceptual development of labour relations regulation in the United States. The Labour Relations Act, passed, substantially in its present form, in 1950, following largely provisions in effect during the second world war, has vindicated the policy of introducing rational procedures whereby bargaining or negotiation between employer and employees of terms and conditions of employment can be effected with a minimum of difficulty or disturbance. The certification by the Labour Relations Board of a union as the exclusive bargaining agent of a specified unit of employees is accomplished free of most of the rancour and disorder formerly attending coerced recognition, effected almost invariably by strikes, picket lines, boycotts, with their inevitable accompaniments of bitterness and violence. Clearly, in this area, realistic and imaginative legislative measures can accomplish more than intimidation, and with less poisoning of relations between management and workers. The Commission has held many open sessions and has received many briefs and yet there has not been a sustained major complaint against the statutory structure provided by the Labour Relations Act. The subject-matter of that statute is not directly within the scope of this inquiry; but from other complaints made, there can be no doubt that had there been deep dissatisfaction with any of its controlling features, the Commission and the public would have heard of it.

The idea of social qualification is the necessary deduction from the Labour Relations Act as a whole as well as from the social transformation. For this a number of relevant provisions of that Act can shortly be mentioned. In the order of their enactment, they commence with s.1 (2) which declares that "no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a lockout or strike"; s.7, providing the procedure for certification free of obstruction by the employer; s.11, for giving notice of the desire of the union to bargain with a view to making a collective agreement; s.12, requiring the parties to meet and to bargain in good faith and make every reasonable effort to effect a collective agreement; s.32, requiring the collective agreement to provide that the union, party to it, is recognized as the exclusive bargaining agent of the employees in the bargaining unit; s.33, requiring that every collective agreement provide that there shall be no strikes or lockouts so long as the agreement continues to operate; s.34, requiring every collective agreement to provide for the final binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, application, administration or alleged violation of the agreement; s.54, forbidding strike during the operation of a collective agreement and in the absence of the latter, requiring conciliation and its termination before strike. These, together with the collective domination of management and labour and the new social outlook, represent the basis for the views advanced.

From the foregoing, it would be difficult to imagine an acceptable mode of regulation that would involve a greater reversal of attitude toward the parties and their employment relations from that bequeathed to the twentieth century. The employer no longer can isolate himself from efforts toward negotiating collective terms; the individual relation of employment is not mentioned; and while a suspended contract of employment, apart from statute, may properly be considered to underlie the collective agreement, with limited terms and conditions, the striking circumstance is the binding effect on the employer, employees and union of the collective agreement, expressing among other things the law

of their relations. Both parties must submit to terms and solutions which they are not permitted to leave to the arbitrament of strike. The labour law of the Province implies a legislative policy and a conception of industrial relations virtually the antitheses of those that prevailed prior to the second world war.

As already advanced, the public reaction to this, exemplified in the statutory requirement that the employer and the union "bargain in good faith," is to be understood intelligently only on the assumption of an obligation of social trusteeship, the self-restraint resulting from which will determine the extent of public intervention upon their performance. That obligation extends obviously to the terms and conditions of the relations between themselves.

The Inquiry and Its Instigation

THE task of investigation and report under the present Commission is set forth in these words:

> "To inquire into the means of enforcement of the rights, duties, obligations and liabilities of employees and employers, individually and collectively, and of trade unions and their members, individually and collectively, with relation to each other and to the general public or any individual or section thereof, and the use of strikes, cessations of work, lockouts, picketing, demonstrations and boycotts, whether lawful or unlawful, in labour disputes, and to examine the use of and procedures for obtaining injunctions in relation thereto, and to report thereon and to make such recommendations to our Prime Minister and Executive Council as you our Commissioner may deem fit."

The immediate instigation of the Commission was a course of events following a strike of the working force of about sixty employees, mostly women, of a small industry in the City of Peterborough in which the violation of an injunction against the maintenance of more than twelve pickets at the four entrances to the plant resulted in the imprisonment of five persons for two months and of twenty-one persons for fifteen days. The offence was a contemptuous defiance of the injunction for several hours on two consecutive days; without violence, the challenge was made deliberately; and the several hundred participating in the line included unionist leaders and many local citizens. As can readily be imagined, the punishment occasioned a reaction of strong community protest against what was felt to be an outrageous interference

with legitimate activity of striking employees. As it was described by a labour leader, those employees and their sympathisers, rendered helpless by the injunction, were forced to watch the workplaces of the strikers being taken over by interlopers. Bitterness against the employer and the public authorities was inevitable and it still may rankle. It became an issue in a general provincial election in the following year; but a calmer and fuller understanding of exactly what was involved seems to have been reached by some, at least, of the electors.

The Problem of Conflicting Interests

HOWEVER that may be, in these days of social evolution, unsettling of views and attitudes, and of polyglot tongues, even so local and minor a disturbance arouses concern for the order and stability of democratic society and its acceptance of a regulatory structure designed for the accommodation of these clashing interests. Society can advance only by positing goals and both expanding its knowledge and deepening its wisdom toward their attainment. We are passing through such an upheaval in thought and outlook, in our challenges of age-old acceptances and assumptions, and in the use of empirical techniques in seeking realities, that never before has there been greater need of self-restraint and self-examination.

In this materialistic period, our economy has become the centre of multiplied pressures and anxieties; in extreme forms it is threatening the morality, in the broadest sense, of the western world, which, itself, in other respects, tends toward lawlessness. One has only to look at the report of the President's Committee on Crime in the United States, to sense the reality of that threat. Management and labour relations in North America have not given an unqualified assurance of their freedom from participation in the generation of that condition.

What these transformations spring from is the emergence of asserted claims by masses of men and women to a greater sharing of what the more successful of their fellows look upon as the prizes of life. Their class furnishes the labour for the achievements of this industrial age. The style they seek to

follow is set for them by the more successful. It is this contest of satisfying desires that presents today in our communities one of the most, if not the most, intractable of society's problems. The distribution of the total available goods and services has become an issue that goes to the roots of democratic society; it is not an economic issue only; it involves social and political factors of the highest importance. For evidence of this, we have only to look at the social conditions in France as these lines are being written.

Underlying that issue in the private sector of our economy, and accepted by the majority, are certain assumptions; the validity of private property; the acceptance of large scale private management and enterprise with regulation where the public interest is substantially concerned; that employees have a right to strike; that the right is socially desirable; that "free collective bargaining" is the most acceptable mode of reaching terms and conditions of employment; that leadership of the character of statesmanship in both groups, capital and labour, is the necessity of the hour; that respect for law and the maintenance of order are conditions of democratic survival.

What can be declared to be the specific ends to be sought and served in dealing with the problems of labour and management may then be summarized: within the limits of available means, to maximize appeasement to man's appetite for material conveniences, security and cultural enjoyments, consistently with the maintenance of maximum individual freedom in mind, speech and action and the spurs of maximum initiative, inventiveness and technology in the production of the material apparatus and its services within and by means of which we live. Beyond this may be admitted supporting interests: improving the education of the mass of citizens; special education and advanced training of prospective business and labour leaders; their participation in the advancements and refinements primarily of our economic commitments; the elimination of gross features and elements of economic functions. Obstinate and unreasonable demands or resistance by any group can serve only to weaken the community as a whole. We are no longer in a society of stagnation and poverty; it is distribution within a society of wealth with which we are concerned.

The Strike: General

AT THE outset is the question of strike and a short examination of that subject may be helpful. Its essential element is a group cessation of work, followed generally by collateral action such as picketing, replacement of strikers, re-employment of strikers; and ending with either a collective agreement or the defeat of the strikers. There is an uncertain hope that the stoppage will be temporary and a return of the strikers to work is expected. Meantime the object is to shut down the operations. It is with the examination of these features that regulatory policy must concern itself.

The heart of this complex is the status of the striker; what is the effect on that of the strike? Of the hiring of a replacement? On the striker taking employment with another employer? In the absence of statute and express contractual provision, the cessation of work would be a material breach of the contract of employment and the employer could dismiss at once.

There are considerations in any situation against dismissal: difficulty in obtaining suitable workers; the period of training; reluctance to sever relations with employees of long service; reluctance to face bitterness bound to arise toward the employer in the community; enmity between the strikers and those who replace them. Examples of these incidents are present in strikes of today as intense and venomous as of a century ago.

The happenings in the course of a strike, in their legal aspects, have not to any great extent been the subject of legislative action. The pivotal determinant is the interpretation of s.1 (2) of the Labour Relations Act already mentioned. With that interpretation specifically declared, any authorized suspension or modification becomes a matter for administration; on that will depend the status of a striker in the situations of replacement and re-employment, of his return to his employment, and the results of the termination of a strike. Positive authorization so given may obviously effect such controls as are considered essential to the purposes in view. What, in the total sense, is provided is a conditioned status and conditioned rights and privileges. The items mentioned, together with picketing, can thus be dealt with as operable, flexible measures by means of the modification or suspension of which widely different or extreme circumstances may be accommodated by a tribunal to influence the termination of a strike on acceptable terms. Recommendations to that effect are being made.

It was urged that the right to strike should operate from the date of expiration of the collective agreement. Negotiation before the point of urgency, that is, when the right to strike arises, was said to be unrealistic and that only when that point was reached, did the employer's representatives "get down to serious business." The notice to bargain for renewal can be given two months before the expiry of the agreement, which furnishes time for much of genuine negotiation. Delay here may be simply tactic; and it is not in harmony with the principle of conciliation or of a "cooling off" period to permit a strike during a reasonable time for conciliation. There is no reason, however, why conciliation should extend beyond two months from the termination of the collective agreement; or in the case of the first agreement, beyond four months from the serving of the notice to bargain.

A lawful strike, under the recommendations, it may be useful to add, is one directed against the employer of the strikers for the purpose of coercing him or it in respect of collective bargaining with their representative union; all strikes for other purposes should be forbidden.

It will also be recommended that at any time following a strike, the employer or the union may apply to the Tribunal

for an order suspending, modifying or otherwise affecting the recommendations on picketing, the replacement of strikers, the re-employment of strikers, and the status of strikers, and such order may be made as to the Tribunal (to be set up) appears just and is called for by the circumstances of the case. This is designed to meet situations where special circumstances are present such as lack of good faith, inequality of power and/or unreasonableness in terms proposed.

The Strike: Concomitants

EMPLOYEE STATUS

FROM what can be gathered from sources of both labour and management, and speaking generally, a strike is not relished by either party, certainly where any degree of good sense is present, although at times it may be looked upon as a catharsis. There is ordinarily between an employer and his employee in the bulk of smaller industries and businesses, a relation of good will and personal regard, the impairment of which by a strike is unpleasant and regretted by both; employees may have service of ten to thirty years behind them; the employer has passed through the exacting period of their training; facing a strike decision, they see the many values to themselves set at risk. They do not by strike contemplate severance of those relations and the loss of those values; and it is the best social as well as individual and business policy to reach agreement as quickly as possible.

This latter seems in fact to be recognized both expressly and impliedly by the Legislature. Section 1 (2) of the Labour Relations Act, as amended, reads as follows:

> "For the purposes of this Act, no person shall be deemed to have ceased to be an employee by reason only of his ceasing to work for his employer as the result of a lockout or strike or by reason only of his being dismissed by his employer contrary to this Act or to a collective agreement."

That language clearly indicates a legislative policy underlying it; that the status of employee, with all its incidents, is not to be affected merely by reason of the strike; that some other justification arising from the action or conduct of an

employee must appear to effect the termination of that relation; this means that a return to work is a necessary corollary of the right to strike. What in that sense the subsection contemplates is a working force kept intact even in strike, pending the negotiation of a collective agreement. A contrary interpretation seems a contradiction of the language used, as well as of the implied policy. It would be strange if, on the day following a strike, a new force could enter the employment and so end the strike and all connected with it, including the discharge from the service of all the strikers; that by such an act of the employer the obvious purpose of the subsection could be so defeated would be to nullify a fundamental provision.

An analysis of the right to strike confirms the deduction. The act is the cessation of work; it is a legal act; it is done regardless of the consent or acquiescence of the employer; his work may be brought to a standstill; there is no present limit to its period; as continuing employees they can, so far as s.1 (2) goes, return at any time; the cessation is due to a failure to reach terms; the policy of the Act is to compel bargaining and to promote the conclusion of terms, the strike or lockout becoming an agency of coercion. Since the act is legal it cannot be destroyed short of lawful authority therefor which, as it is not expressly given, must be drawn from principle or implication of the statute. There is no principle of our law that can be said to supply that authority; the strike can be ended at once by the employer accepting the terms offered by the continuing employees or vice versa; and the theory for leaving the issue as it is must assume that in the course of time one of the parties will yield through economic compulsion.

The conclusion to be drawn from their continuing statutory relation of employer and employee is that only when that relation is broken by some act of the employee which is incompatible with the basic purposes of the statute does the effect of s.1 (2) cease. What act by the employees is of that nature? They can withdraw from the employment and they do that by accepting permanent employment with another employer; but the status is not lost by casual work with another employer; by making it casual the striker excludes an intention to withdraw and preserves his power to return at once to

the vacant job. The employer by purporting to employ permanent replacements simply adds juniors to his work force of whom he must rid himself when the senior employees return. This enlarged force is substantially in the same position as in the case of one who fills a job while the regular employee is on legal vacation; the latter returns as of right; the employment of the auxiliary, *viz-à-vis* the employee, is temporary. It is because of the difference of opinion on the effect of s.1 (2) that it becomes desirable to give it express statutory specification.

Apparently a prevailing view of the interpretation of the subsection has been that the employee status declared not to cease by reason only of a strike could be destroyed by a replacement employee, or in other words, by the engagement of a strikebreaker. This would mean that the latter would enter the employment as a permanent or fullfledged worker who could not be dispossessed of his job by a returning striker. The status of a replacement has always been a troublesome question in the settlement of a strike; but, so far as can be ascertained, the view mentioned has generally been accepted; it was assumed so by both employer and employee and it was unconsciously asserted at one of the hearings in the protest against the injunction; that they—the strikers—were forced to see strangers enter the employment to their own ouster. From this is followed that, once an industry or business was restored to normal by a substituted force, the strike was ended and those strikers not voluntarily taken back were jobless.

A study of this provision shows that it is at least reasonably open to another interpretation. The employer cannot dismiss before replacement, assuming no other proper ground for such exists; if he can dismiss after replacement or by the effect of it, on what ground can that be put? Only on the ground that the "job", as distinguished from the "occupant", was not occupied; it was vacant in fact because of a legal cessation of work; the striker's legal relation to the job was not affected by the vacancy; the attempt to fill it permanently involved the destruction of that legal relation, an act in direct contradiction of the statute, and beyond the authority of the employer. In the absence of the subsection the ouster would

be justified by the cessation and a new employment; but it could only have been to counteract that result that the legislation was enacted in such specific language. To bring about dismissal by such means, the striker must give some other sufficient cause. The employer may hire but does he do so regardless of the rights of the striker preserved in the statute? To view the accumulation of rights and benefits over years of service in any other manner would place the total interests of the striker at the arbitrary will of the employer, eviscerate the subsection of any effect, and reduce the validity of a strike to mockery. The clause seems to have been introduced to moderate the raw, crude cut and slash of the earlier conflicts; but in any event it can reasonably be interpreted to the effect submitted.

The Commission, therefore, supports the latter of the two alternatives. In the absence of ground for dismissal or the withdrawal by the employee, the entire force retains its status; to disrupt that, some new invalidating circumstance must appear. What the employer does, if able to take on new employees, is at the most to enlarge the force by adding provisional members to it. In the broad sense, the Act, just as the parties normally do, contemplates the return to work of the strikers; and it would be at least a strange commentary on the purpose of the subsection if it could be defeated by any of the means mentioned. It should be added that, during a strike, neither can the employment be terminated by a notice; were this allowed the provision would obviously be nullified.

To engage in other employment during a strike can be argued to conflict in policy with the solidarity of workmen in their organization. The latter implies fair treatment for all workers and not merely the more fortunate. When new employment is taken by strikers the coercive view of the strike seems, in some degree, to be frustrated. Such a resort may, by supporting the striker, enable a strike to continue beyond reasonable limits of time. Strike, as properly conceived, is an instrument of temporary deprivation of services to the employer; its continuance, to some extent at least, is the expected probability; its coercive tendency to settlement of the dispute is assumed by the statute as well as by the parties to it; and the introduction of foreign influences is, in the light

of governmental intervention for the benefit of those primarily concerned and of social policy, objectionable. It is unfair, moreover, for a striker to accept employment to the exclusion of an unemployed person, especially where the latter is, by labour attitude and action, treated as a violator if he seeks the place of a striker. Without factors to counteract this tendency, re-employment would have objectionable repercussions; one such factor is the conditional character of replacement and of re-employment; another is the limitation of duration of a strike.

The interpretation of s.1 (2) was before the Supreme Court of Canada in the case of *Canadian Pacific Railway v. Onofrio Zambri,* (1962) S.C.R. 609; (1962) O.R. 108; 554. The question decided was whether, while a strike continued the employer could by notice, threaten to dismiss a striker for not returning to work within a period specified in the notice. It was held that the employer could not do so, that it was guilty of violating s.50 (c) of the Labour Relations Act, as attempting to coerce an employee from exercising his right to strike, a declared "unfair practice." On the appeal from the magistrate, McRuer, C.J.H.C., expressed the following dictum on the question of an indefinite continuation of a strike at page 119:

> "In such a case the employees have either gone back to work, taken employment with other employers, died or become unemployable."

In this there is no express mention of an ultimate limitation of time, or of still continuing strikers, or of the effect of the employment of replacements. In the Supreme Court of Canada, Locke, J., on this point observes at page 621:

> ". . . I wish to express my dissent from the opinion that has been stated that if a strike is never concluded by settlement the relationship declared by subs. (2) of s.1 continues until the employee has either gone back to work, taken employment with other employers, died or become unemployable. When employers have endeavoured to come to an agreement with their employees and followed the procedure specified by the *Labour Relations Act,* they are at complete liberty if a strike then takes place, to engage others to fill the places of the strikers."

This points up the differences of opinion on the effect of the subsection.

Section 1 (2) may have been suggested by Section 2 (3) of the National Labor Relations Act of the United States, which in the definition of the word employee, in part reads:

> "The term 'employee' shall include any employee . . . whose work has ceased as a consequence of, or in connection with, any current labor dispute or because of any unfair labor practice, and who has not obtained any other regular and substantially equivalent employment. . . ."

The attitude of the Supreme Court of the United States on the effect of this provision is well indicated in the case of *N.L.R.B. v. Fleetwood Trailer Co. Inc.* decided in 1967 in which it was held that six strikers were entitled to preferred employment as against new employees until, at least, the pre-strike production had been reached, where there had been no replacement referrable to particular jobs. The strike was "economic" which permitted permanent replacement in the absence of prior application for reinstatement; and the settlement had expressly negated any preference in rehiring for strikers. An excellent analysis of the federal law on the question is contained in the brief filed by the AFL-CIO as *Amicus Curiae* before the Supreme Court which supports the general view advanced by this Commission.

The question is important and when the broad purposes of the statute are taken into account, the construction given is seen to be in consonance with them. Conversely a striker is not entitled to a double employment; and when he obtains other work, unless it is strictly casual, he must be considered as having withdrawn from the original employment. What is here to be guarded against is the loss of vigour and resolution to reach agreement with his struck employer—"to bargain in good faith"—"to get down to real bargaining" as it is described.

Considered in the same context, the replacement of strikers by the employer is in policy equally objectionable; if the strikers ought to rely on their staying powers, unassisted by third persons, so can it be urged against the employer; he should be compelled to rely only on the striking force—his force—to the extent that it remains at or returns to the work.

These two considerations can properly, then, be ranged against each other; adjustments may be called for that will supply the urgency to reach agreement of which the strike is only a means to achieve and which, as the end sought, must never be lost sight of.

As has been stated, the originating circumstances here were on the picket line; but associated with that tactic and as incidents of a strike are two other measures; the hiring of strikebreakers, or, as the current language is, the replacement of strikers; and the re-employment of strikers by other employers. These are sensitive features of strike action because they involve divisive pressures between employer and strikers, between the strikers themselves, and between strikers and replacements. All are brought face to face and proximity too often is the spark that lights the fuse. These three associated procedures will now be examined.

PICKETING

General

Picketing in its earliest form as a labour device originated, most probably, as a gathering around a pit head or a work-place by a number of employees who had collectively joined in a temporary cessation of work, contemplating a return, for the purpose of exacting better terms of employment. Its primary object was to influence as many as possible of their group to join in the strike; to influence other workers not to displace them in the employment; and to appeal for support from whatever community interest there might be in the dispute. It would extend also to obtaining information of any kind relevant to the strike. In its evolution of today, picketing ordinarily takes the form of a line of persons carrying placards announcing, by various expressions, a labour conflict with an employer; but that formation is not essential; it may be in group. The line, like a patrol, moves back and forth in front of a workshop or place of business or by encircling the work premises. Gradually it has developed into a symbolized barrier which a single picket by his presence and placard or other sign may create. For another worker to violate the line by crossing is generally looked upon as an act of betrayal.

The picket line, or group, gathered around the entrance to the work-place, is intended to convey more than its mere physical appearance. To non-striking employees, it may be an intimidating warning; to a replacement, a message of malevolence; to the employer, the expression of detestation. But these manifestations may be absent. In certain situations of strike there may be a genuine intention to obtain or communicate information for its own purpose or for enlisting support, including that from the public, through its persuasive or general influential character, as in picketing retail stores. It must be said that information so conveyed seldom if ever includes specific considerations that may have dictated the strike; what is told by the placard or by word of mouth is little more if anything than the fact of a contest by labour with an employer. A hundred years ago in England, such a circumstance might generally have been sufficient to induce sympathetic action; but the conditions of that era are virtually eliminated in present employment in Canada; strikers do not today deal with conditions of beggary or ruthless exploitation. Ontario is an affluent province and the organization of its "blue collar" workers, constituting between twenty-six and thirty per cent of its work force, in most cases certainly, is able to support its claims with power substantially equal to, if not, in some cases, greater than, that of management. We are today witnessing what a general strike of workers, as in France, can do in paralyzing the functioning life of a nation.

Mass Picketing

Picketing may be in small numbers or in mass. The latter was claimed by leading labour spokesmen to be the only effective mode of action; by large numbers to generate in the strikers an aroused spirit of militant confidence and courage; to indicate the degree of support for their cause; to exhibit to all concerned the will and determination that the strike should effect its purpose, the shutdown of the plant.

Mass picketing, by relatively large numbers in close ranks or in group formation, effective generally in obstructing entrance to the plant or business, in no western jurisdiction is lawful. What "mass" signifies is potential intimidation and coercion through fear; the implied threat, vague and general,

invariably accomplishes one purpose—the destruction of the sense and assurance of security in the ordinary person which it has been the object of our laws for a thousand years to preserve.

As it was, in effect, frankly conceded, this form of picketing, is among other purposes, to communicate the fact that the strikers "mean business," that the situation is not that of a tea party, the necessary implication of which is that it would be well not to be provocative. It has, at times, been argued against the "persuasive" limitative effect of Subsection (2) of Section 366 of the Criminal Code set out hereafter, that it permits picketing as it is futile and denies it as it is effective; but, apart from the fact that such a consideration is one to be addressed to the legislature, not the courts, its implication is that the interests of labour are entitled, if necessary, to be enforced by intimidation and violence, a view that could be seriously entertained only by the most primitive of human beings.

The resistance to having one's property confronted or encircled by a line of antagonistic people is from various causes: apprehension of danger, a sense of being "hemmed in," anger in being deprived of the ordinary enjoyment of property. It is an intrusion into the affairs of another with purpose of causing as much economic injury as possible by an appeal to boycott; in extreme cases, a threatening intimidation that may easily be converted into physical violence.

If we are not to revert to lawlessness, the assertion of any such cause of serious apprehension must be met firmly with the power of the state. What is essential to a democratic government under a regime of law, equal in its application to all, is that clashes of interests be settled by reason, not by muscle or guns. The revelation by the Presidential Committee on the number of citizens in the United States who are resorting to private arms or other means of self-protection against lawlessness is a foreboding that will be disregarded at the peril of losing our freedoms; and the destruction of laws begins in the minor infractions.

It is not difficult to imagine the resentment that may be present in a picket line. Under the goad of inflamed feeling, men and women, rightly or wrongly, may be pressing for what

they believe is denied, fair dealing; the end or goals they are seeking may be vain, unrealistic or even malicious; there may be accumulated irritations from clashes with immediate work supervision; sooner or later pent up emotions erupt leaving in their wake a trail of injury and damage.

What is generally overlooked is that legitimate picketing, rational persuasion of those whose assistance or influence is sought, is a function primarily of worker solidarity; if that is attained throughout labour the picket line becomes a superfluity. In England, Sweden, Australia and New Zealand, although fully acquainted with them, picket lines are not significant to achieving the objects of a strike; in these countries the pervading union spirit renders them unnecessary. In different countries they may have special objects, such as in England where one of the latest strikes was for union recognition by a foreign enterprise. In Ontario legislation has made such a resort obsolete by providing for exclusive agency representation where the majority of the workers of a working unit desire it. In the United States also, in the opinion of some authorities on labour relations, the picket line is becoming less and less significant. In Canada, in general, it has become an automatic ritual, the legitimate exercise of which is steadily weakening in importance. In a recent conference of labour representatives in this province, one spokesman urged that a stop be put to the clamour over the picket line and that attention be directed to the vital feature of a strike, the replacement of strikers.

Whatever may be advanced for or against the picket line, it is undoubted that the too frequent happenings on it have been effective in arousing deep and lasting animosities in communities; personal bitterness in families often become a family inheritance; revulsion against strikes in management as well as in workers and community; and in creating a strong distaste for unionism among "white collar" workers, even to the extent of avoiding the use of the word itself in the establishment of their "associations".

Much was said at the hearings of the Commission about the social enormity of the injunction and particularly of the *"ex parte"* procedure by which an initial temporary order can be obtained in the absence of a representative of the persons

charged with the misconduct. But those who took this position acted under the misconception of what is permissible conduct in such situations. What is enjoined by an injunction, apart from the limitation of numbers, is illegal action; and the limitation of numbers serves the avoidance of mass picketing and its inevitable consequences, or it may be, in particular cases, the probability of other continued illegal conduct.

The Law of Picketing

The substantive law is indicated by the language of Section 366 of the Criminal Code:

> "**366.** (1) Every one who, wrongfully and without lawful authority, for the purpose of compelling another person to abstain from doing anything that he has a lawful right to do, or to do anything that he has a lawful right to abstain from doing,
>
> (a) uses violence or threats of violence to that person or to his wife or children, or injures his property,
>
> (b) intimidates or attempts to intimidate that person or a relative of that person by threats that, in Canada or elsewhere, violence or other injury will be done to or punishment inflicted upon him or a relative of his, or that the property of any of them will be damaged,
>
> (c) persistently follows that person about from place to place,
>
> (d) hides any tools, clothes or other property owned or used by that person, or deprives him of them or hinders him in the use of them,
>
> (e) with one or more other persons follows that person, in a disorderly manner, on a highway,
>
> (f) besets or watches the dwelling house or place where that person resides, works, carries on business or happens to be, or
>
> (g) blocks or obstructs a highway,
>
> is guilty of offence punishable on summary conviction.
>
> (2) A person who attends at or near or approaches a dwelling house or place, for the purpose only of obtaining or communicating information, does not watch or beset within the meaning of this section."

Subsection (2) becomes the civil law governing picketing, and the word "information" includes, obviously, for the purpose of persuasion.

As can be seen, the specific terms are for the protection of workers as well as employers, in fact more so. They enumerate various means resorted to for compelling employees to strike as well as to prevent others from displacing them in the employment. Although "molestation" was in England forbidden by the statute of 1825 and interpreted by an Act in 1859, these specific practices were first dealt with by statutes of 1871 and 1875, from which undoubtedly, s.366 is taken. They elucidate the public policy that seeks to protect the individual, in his legitimate activities, against the destruction of his right to go about and live without fear, apprehension, or annoying inconvenience. In New York State, the legislature has lately passed an Act enlarging the scope of the right "to shoot to kill" by both police and private citizens, a step indicative of what is happening to a land, the government of which is based upon the tenets of freedom. If in this country we are concerned with order and security, both management and labour will see that they are observed in the course of their disputations.

The exception of ss. (2) of s.366 is conditioned by the purposes intended; to obtain or communicate information for the purposes primarily of rational persuasion. The mere presence of pickets, influenced by the history of labour and management conflicts, may indeed create another impression in the minds of the employer or those seeking access to or exit from the working premises, an impression of intended menace, intimidation and coercion with its accompanying fear, the reality or the intended appearance of which as the purpose of the picketers, is what the prohibition of "besetting" is aimed at.

Secondary Picketing

As between the employer and his striking employees, where the purpose is to persuade to assistance in the strike, the appeal is legitimate as a complaint to the public of unfair dealings; and the employer is entitled to make a similar appeal through other modes as in newspapers or handbills; in both cases the rules of truthful communication to be observed.

When a third person becomes involved, however, different considerations arise. Its justification here depends,

essentially, upon whether he makes himself a party with the employer in so acting as to exert influence against the employees. This will be most clearly indicated if his relations take on new features as in arranging to carry out contracts with the clientele, suppliers or dealers of the employer, or if otherwise he associates himself for the purpose of preserving the employer's body of patronage and other business connections. By so doing he becomes an interposing assistant to the employer; and whether it results from the strike itself or is performance of a previous understanding, the third person exposes himself to counteraction by the employees.

On the other hand, if his relation to the employer is that simply of mercantile dealing as buyer or seller and is continued on the same level so far as the exigencies of the situation permit, then he is an "innocent" third person, concerned only with his own interest, in the true sense, a neutral. If he is able in the ordinary and usual course to continue business relations with the employer it must be because of a failure on the part of the employees to stop at the source, the employer's operations, for which the neutral has no accountability. In such circumstances the employees are infringing the right of another to be left alone where he has not affirmatively involved himself in their dispute, where, in fact, the dispute has interfered with his ordinary course of business; this he is entitled to limit by maintaining his ordinary stance, and he should be protected. It is only when we confine our sympathies to employees that such third party action appears to be unfair. We should remember that the latter may be in a similar state of struggle against rivals from every quarter; and as playing a necessary role in our economy he should be given relative consideration with appropriate security.

Boycott

With the general protection given striking employees to return to their work, it follows that boycott in any effective sense has lost most of its justification. Action, therefore, of that sort in any manner or degree exercising or exerting or tending to exercise or exert coercion of any character beyond the parties primarily in dispute, whether by or upon persons, goods or services of any relation, nature or kind, should be

forbidden. The interests of independent third persons toward or in the disputing parties or their businesses are invariably a minor fraction of their total business activities; and the interference effected upon those persons is without justification in economic or social policy.

Effectiveness of Picketing

The legitimate object of the picket line is often written off by the strike itself. In large force industries, a strike invariably closes the plant, certainly in the work of the striking unit; with employees numbering in the thousands and with union solidarity, the picket line is like a fifth wheel; in that situation there is no proper role for it. What has happened in one case, and probably in others, is that strikers have interested themselves in obstructing entrance or exit through gates by dumping large rocks in front of them. This sadistic manifestation is one of the cruder examples of immaturity in grasping the real interests of the workers and their community and of the means of advancing them. If it were to prevent shipments of material out of a plant, it would be illegal and, at the most, of little or no real benefit to the strikers. And it should not be overlooked that disruptive and destructive action by pickets will invariably cause more delay in resuming operations at the conclusion of the strike.

In these days of general sophistication, what effect can such limited, general information produce by way of inducing sympathetic action? The ordinary passer-by knows nothing of the merits of the dispute; all he gathers is an implication that an employer is unfair. If the line affects, say, a retail store, it becomes more of a nuisance than an effective persuasion, although some shoppers may shrink from becoming involved in any manner in any kind of labour dispute; to some extent depending on all the circumstances, it might influence unionists; if a manufactory, the ordinary individual is not interested in it; and a large scale purchaser would rarely be in need of information or affected by it.

The Injunction

Two items of the present procedure followed for obtaining injunctions, especially *ex parte,* may within limits fairly

be criticized: the use of affidavits on an application, and the apparent failure of resort in some cases to police action. The justification for enjoining picket misconduct under the terms of the Judicature Act and apart from apprehended breach of the peace, is the continuing nature of the acts committed; a personal action, theoretically, would lie for every trespass or civil wrong; but when they continue and run together, they create a state of persisting defiance of rights, the legal remedy for which is wholly inadequate; hence the intervention of injunctive remedy. In many cases of misconduct on the picket line the use of the injunction is in reality much less objectionable than to call on the police. It is a notice in civil law that certain conduct is unlawful and prohibited; and why effective police action is thought to be preferable is hard to understand. That action at once associates strikes with apparent criminality; and the economic conditions of organized labour in Canada today exclude any role of martyrdom.

Police intervention is essentially to deal with criminal offences and the violation of provincial laws, and the conditions may be such as at times to arouse hesitation in determining the warrant for action. There appears at times also a reluctance by police to interfere in what may seem to them to be only a civil dispute between employees and employer. In towns and small cities, there may be such close and intimate personal acquaintance between police and inhabitants as tends to strengthen that reluctance. At other times the police force may be inadequate in numbers. What seems to be required is a clearer understanding of the acts forbidden by law, whether Dominion or Provincial, and a keener appreciation of police duty, regardless of personal relations or of the nature of disputes which give rise to unlawful conduct.

Summary

The recommendations on picketing can be summarized as follows:

Picketing as a means of obtaining or communicating information is declared to be lawful in numbers of pickets reasonably adequate to the persuasion of persons willing to listen to abstain from economic assistance to the struck

employer. The Tribunal may on the application of either employer or union and in the absence of an injunction, specify the number of pickets allowable and the conditions under which picketing may be carried on.

Unless otherwise agreed upon, injunctions will be permitted only on evidence given *viva voce* and on notice, except in cases of emergency. In all cases adequate police assistance and protection must be shown to have been unavailable.

REPLACEMENT OF STRIKERS

There is next the replacement of strikers. With some confidence it can be said that this feature is confined to industries or businesses with, say, four hundred employees or less in the unit represented. There are to be considered here both available labour and the degrees of skill required. If common labour is sought, can the near community supply it? Except when unemployment is high, neither that class of labour nor medium, much less, high skill is ordinarily at hand to meet substantially the number mentioned. For industries or businesses with a greater force, in ordinary employment conditions, there can at most be only a slight fraction of replacement. With high skills required, the number available would be much reduced. In the situation, then, of over four hundred unit employees, we can say that, in general, there is no real need of a picket line and little fear of significant replacements; what is needed to bring effective force to equalize employer power is solidarity of the striking unit, the responsibility for which lies with the union. That general result will follow *a fortiori* in times of substantially full employment.

Replacement, if there should be any, ought to come from the ranks of the unemployed. Where, in a strike, the employer seeks to attract or accept workers from other employment, apart from the effect between employers, there are introduced bitterness and animosity which lead to division and strife in the labour ranks and poisoned community relations generally. Feelings run deep from such conflict, and ostracism,

expulsion, boycotting and victimizing of workmen by workmen do not reflect credit on either unionists or their leadership. There is no intention of suggesting that any groups of free human beings will soon, if ever, wholly convert belligerence into rationality in the accommodation of such interests. All that is suggested is that the gross, excrescent, features of relations between and within labour and employers be reduced to a minimum, leaving sufficient, perhaps, to enable both parties to keep alive for a short time the exhilaration of contest.

RE-EMPLOYMENT OF STRIKERS

Involved with replacement is the re-employment of strikers by other employers, reflecting primarily the insensibilities of employer competition. Here again its operation and effects depend upon the circumstances; the degree of unemployment, and the skills required; its divisive tendency in the labour ranks; its influence on the strike itself as enabling its continuance; and its destruction of the urge to "bargain collectively in good faith." This practice conflicts with the policy and administration of employment regulations, particularly in the furtherance of full employment; when employees are sought they should be obtained from the unemployed, which strikers are not. Similar conflict results from engaging persons already employed to replace strikers, when unemployed persons are available.

CONTROLS

The ordinary incidents of strike, picketing, replacement and re-employment of strikers, as supplementary features of coercion, may be made effective to that end by just and fair modifications to meet the particular circumstances of any case, and at any juncture. For that, a flexible jurisdiction of the Tribunal is called for. Either the employer or the union should therefore be permitted, at any or at a specified time to apply for such modifications as may be found to be just and appropriate. In the absence of an order of the Tribunal of such a nature the following is being recommended as providing the position of each category.

Picketing as defined will be permitted; the replacement of strikers will be on a provisional basis; and the re-employment of strikers will be restricted to casual labour. Within these restrictions the employee status of the strikers is unaffected. Holding that status, the strikers may return to the work of their employment assuming that the stage of operations is, at the time, suitable to receive them. Permanent replacement or re-employment effects the termination of the status.

Free Collective Bargaining and the Strike

THE expression "collective bargaining" is, with academic assistance, taking on a mystical aura; it is a "sacred" right; it is the absolute in means of settling labour disputes. So far as it is said to be the most desirable mode of adjusting ordinary labour disputes over terms and working conditions, there can be general acceptance, but with at least one qualification. There is assumed by those who treat it as an inviolable ritual that its terms affect only the interests of the parties to it—employer and employee. But that is not so. What is omitted is the possible and, at times, the inevitable effect upon the public and upon other settlements. That the terms dealing with wages do not impinge upon the public interest in prices and in respect of other negotiations is untenable; in too many cases of today they exert the influence immediately and directly. The classical example was the case of the United States Steel Corporation which, after conceding a substantial rise in wages announced its intention to raise the price of the product, one of vital importance to the United States. The proposal was immediately denounced by the late President Kennedy; but what means were open to him to deal with that situation? None but the threat that the government would withhold from the Corporation contracts of magnitude. Government resort to blacklisting as the only recourse, apart from legislation, in a matter of such public interest, is a new wrinkle in political government; as an eminent

public figure in an analogous context once remarked, "This is the new style; we are getting on." But whatever we may think of such a resort, the episode disposes of any exclusive character to be attributed to collective bargaining; it can affect other important interests than those of the parties to it.

With the addition of the word "free," collective bargaining may be assumed to imply that the parties, left to themselves, come to an agreement as an act of volition, without other compulsion than rational persuasion. At the same time it is admitted that economic coercion, generated by them, is the decisive factor in the "agreement." A "free" coerced agreement is a contradiction in terms. What the insistence means is that the parties want no governmental compulsion; they demand to be let alone to fight it out with their own weapons regardless of the effect on the public or any other interest; "free" means from rules of society. The incidents of the *Herald-Tribune* and the Detroit newspapers mentioned on page 51 constitute, in the expression, the triumph of free bargaining, when only one of the antagonists leaves the field alive.

That is precisely what individuals demanded and resorted to in England from the sixth century of this era to the twelfth and, in some respects, later, to settle all manner of disputes. What with the Ordeal, Trial by Battle, Trial by Compurgators, any means, almost, except the judgment of one's peers, was acceptable. The individual was to be his own legislator, judge and executioner; he knew what he wanted and was to be his own law-giver. If emergence from that state of things is looked upon as having been a desirable advance, what are we to say of the economic struggle that proceeds on similar considerations, trailing similar wastage and turmoil? If advance continues, in much less than one hundred years that struggle will have been merged in the general characterization of "barbarian."

The strike marks the failure of free collective bargaining and the introduction of compulsion. If bargaining without strike were pursued to an ultimate end with compulsion only of inter-party and public persuasion, the emphasis on "free" could be justified; otherwise it is a misuse, giving to the economic duel a false character.

Defects in and Alternatives to Strike

EFFECTIVE negotiations between management and workers are not going to be found where the internal relations of the labour force are kept on edge, and where strikes enhance the market position of an employer competitor. Unless the strikers prefer to permanently sever their employment relationship, such enhancement of an employer competitor may seriously prejudice their own position on their eventual return. The savagery in competition between industries in relation to labour, which prevails in North America, is virtually unknown in the other countries mentioned, because of management and labour resistance through solidarity. Particularly is this so where federations of management and labour recognize their responsibility for the influence they exercise over their economies and their members. This recognition is a marked feature in the distinction between the labour relations of their systems and our own. In the enterprise of this continent there are few principles except those of the jungle, which makes clearer the necessity for the governmental intervention that has taken place. Ruthlessness is a questionable character for any activity, and its ultimate consequence is beyond our present ken. Furthermore there is evidence today that we cannot educate great populations into servility; nor can we safely disregard the lessons of the last fifty years in social and economic transformations.

In the total mode, as conceived by many of its votaries, strike is a residual of the primordial struggle, the economic

losses from which are presently being vaguely sensed by both labour and management leaders. Because of its crude forms of action and its accompaniments, it is costly to both sides and its undesirability gives rise to the search for an alternative or substitute and several have been suggested: compulsory arbitration; governmental decree; profit sharing. In discussions of this subject one absolute is invariably assumed —no person shall be compelled, directly, to work—our view on that seems unassailable. We can compel abstension from doing acts but not their performance, and this is of high significance. There is, of course, the alternative of working according to a contract or being mulcted in fines or damages or of withdrawing from the particular employment; but this, as experience shows, does not satisfactorily meet the problem.

Strike today in Ontario is a device of limited scope. No longer is it legitimate as a means of compelling union recognition; nor of enforcing grievances arising out of a collective agreement; nor as against an unfair labour practice; and it is absolutely forbidden during the operation of a collective agreement. Even where there is no certification of the union agency, and no collective agreement has been entered into, strike is illegal until the procedure of conciliation has been exhausted.

PROFIT SHARING

Profit sharing is, theoretically, and, as it is increasingly being demonstrated, practicably, the most intelligent and effective of the three mentioned. Evidence of that fact can be found in a collection of essays by Dr. J. J. Jehring, Director of the Center of Productivity Motivation, Graduate School of Business, University of Wisconsin. The essays sketch the history of profit participation by employees in a number of forms; and in his view this alternative is one which is daily being given closer examination by labour and management in both North America and Europe and under different types of government.

There are many schemes of profit sharing, but they may be brought within a few general types. There is first the payment, in addition to wages, say annually, of a fixed percentage of the profits; there is the payment of the profit into

a trust for investment with dividends or interest paid out during the continuance of the employment; or the money may be turned into an interest in the enterprise through shares with the dividends payable during the employment. In each case the capital accumulated is passed over to the employee upon the termination of employment. All sorts of minor terms may be included in these schemes but, essentially they aim at giving the employee a sense of genuine participation in what is viewed as a life work. The employee, as part owner, feels that interest, the spur to increased efficiency and gradually increasing return. With expanding administrative consultation, these plans offer both a saner attitude towards and a broadened view of the employer-employee relations than exist today; and experience shows that these schemes are not incompatible with unionism, labour's security.

ARBITRATION

Arbitration likewise is being more seriously considered. It is, at present, resisted generally by management and labour, the reasons for which seem to be both that it involves an invasion of their exclusive field and that third persons are not competent or sensitive enough to appreciate the nuances, the significance and the weight or value of the considerations supporting their conflicting interests. These interests, for the reconciliation of which there seem at present to be no precise criteria, must, therefore, among other things, be left to the play of various devices and tactics, and to the pressures of economic intimidations. Yet it received unqualified approval by I. W. Abel, president of the powerful United Steelworkers of America, although his stand was subsequently rejected by the union. A few months ago, Mr. Walter Reuther expressed a willingness to accept a form of arbitration, but with specified criteria to govern the determination. In 1955 it was accepted after two weeks of strike by the powerful union of Engineers in Great Britain. Samuel I. Rosenman, former Supreme Court Justice of New York State and one of the most intimate advisors of the late President Roosevelt during the dark days of the thirties, in a long article in the *Detroit News* on July 16th, 1967 strongly supports a judicial labour court; and in

October, 1967 Mr. George Meany, president of the AFL-CIO, presented to President Johnson's Committee on Government Labor Relations a submission that strongly recommended arbitration by an independent board where collective bargaining was deadlocked.

In the changed conceptions of today and the competence of arbitrators, the rigid insistence on self-determination, for example, of wages regardless of its effect on prices and the total field of labour, does not demonstrate the assumed deeper understanding of either side.

Arbitration is, by the recommendations, at any time available to the parties by members of the Tribunal and Commissioners. Where a favourable view of arbitration merits is held by such a man as the president of the Steelworkers Union, as mentioned, the least employers and employees can do in the interests of themselves and the public is to observe its workings in other labour situations and to be willing to experiment with it as an alternative. Only an arbitrary obstinacy can explain any other course.

GOVERNMENTAL DECREE

The third, governmental decree, takes us to a grand assize, the legislature, but through a course of procedure that seeks agreement as a preferred solution. The public interest in the private sector of the economy, intensified by the increasingly powerful collectivities of labour and management, has become of primary concern to our society. With monetary, fiscal, political, social, industrial and labour factors forming today a monster complex, the vital demand is for deeper public acquaintance with what faces society's management; acceptance of the necessity of better management in the workings of these factors and corresponding leadership; and the acceptance of a social relationship in all its aspects as of a common interest in and to all, of which the adversary ethos, examined later, is the ultimate and inevitable destroyer.

These considerations must be taken into account as dominant. Accepted, as our experience of today dictates, they may lead to the uplands of freedom and social reconciliation; rejected, we have only to reflect upon the possibilities that are

stalking Great Britain, France and the United States at this moment.

Wages and Prices

There is no suggestion implied that wages are the only factor involved in these conflicts; prices are of equal if not of greater concern to the workers and to the public. But price regulation by legislation, acceptable to the great majority of those it affects, presents administrative problems of the most complex nature; and only in grave crisis can it be resorted to, which the crisis, itself, makes acceptable. We have consumer collective action but so far that does not appear to have brought about effective influence. The fact generally overlooked is that workmen, as a whole, forming the bulk of the population, are, at least initially, the chief victims of price rise and monetary inflation. Since that seems obvious, we may ask why it is that labour has not treated this topic with the serious concern it deserves? A mere parallel of wage "inflation" is not the answer.

In this country there has not been any attempt to deal with the package of wages, prices, dividends, accumulated profits, and production except a declaration by a labour officer rejecting any relevance of the last. It may be that inflation is looked upon as beneficial to labour when the power of strike is taken into account; but, in the long run, that would lead to confrontations of challenging character. Labour is essentially concerned with real wages; and the consideration of prices and production as subjects of restraint and expansion should be high on the list of items for searching investigation by labour and management together.

The view is held by some students of this issue that collective bargaining with its concomitant, the right of strike, is incompatible with price control; that the power of that instrument can be sufficient to add to the cost of production such an increment as leaves only the alternative of raising prices, lowering profits to the point of arresting investment, or going out of business. Without modification of some factors involved in employee relations, including the strike, that view invites every private interest to its most serious examination.

The Liability of a Union for Civil Wrongs

A UNION should be made responsible as any individual or corporation is for wrongs, under the general law, done to others. We are well past any situation in which, for the benefit of any group, exemption from that responsibility should be continued. Individual liability has almost universally been maintained. Exceptions were made in England in 1906 in cases of acts done in contemplation or furtherance of a trade dispute resulting in interference with contracts of employment, trade, business or employment of another, or with the right of another to dispose of his capital or labour as he wills. These are, in reality, cases of economic conflict based essentially on the right to abstain from working or from dealing with others. In several provinces the liability of unions has been established and its absence in this province seems to be due to inertia rather than opposition. To correct this situation it will be recommended that the union be created a legal entity with civil status, capable of suing and being sued in its name. In addition to providing for it in this Act, the government might consider the repeal of Subsection (2) of Section 3 of the Rights of Labour Act.

The liability of a union for ordinary wrongs, which is recommended, should be based, first, on acts or conduct committed, authorized, approved, acquiesced in or ratified by an agent of the union or any person possessing authority to order or forbid any such act or conduct within the scope of, and in the course of, exercising his authority in directing, furthering,

promoting or overseeing any work, activity, interest or business of the union or any local or affiliate thereof. Secondly, where it is contended that such acts or conduct have been done, carried on, instigated or otherwise participated therein by an officer, member or members of the union not having such authority, the union should be exculpated only by showing that its authorized officers or agents were innocent of any such participation, had denounced it, and had done all reasonably possible to prevent or arrest any such acts, conduct, approval or acquiescence.

Other Considerations

GUIDE LINES AND RELEVANT EVIDENCE

FOR arbitrations affecting wages and their incidents, so-called "fringe benefits," the question is raised of receiving evidence in the form of authoritative statistics and opinion bearing upon the effect of upward determinations on the country's economy in respect of inflation, particularly where they might be taken as precedents for labour's future claims. Such evidence could properly come from the Ontario Economic Council or the Canadian Economic Council or similarly qualified institutions. Its relevance is clear, the difficulty lies in judging its weight and effect in particular cases. Where small industry is concerned it would call for sensitive scales of emphatic data to justify confident opinion on that issue; in large industry this difficulty would not, in general, be present. Refinement in generalized guide lines seems to be the desideratum, and the ordinary observer may properly ask if the end of wage and price advance is infinity. The common sense of leadership in both quarters should be able to appreciate significant indications in changes and to sense their likely course and effect; economic conditions can, as we learned in 1929, become turbulent. There is established, today, a man-made economy, the administration and operation of which call, above all else, for the most intelligent administration available from management, labour and government—a direction which will see the life of the country "steadily and see it whole."

Negotiators or arbitration boards should, therefore, in appropriate cases, receive and treat as pertinent to their task, evidence of the character indicated.

WAGES AND DEMANDS

This report does not deal directly with the question of wages or costs; these are involved in the wider economics of total distribution and its differentials. But, within the scope of the Commission's inquiry, it may be emphasized that what the situation calls for is more commanding and informed leadership which will be respected by the rank and file of workers and employers: the age demands professionals in mastering its complexities. Where such leadership is ignored or rejected, society must be prepared to resort to other modes of maintaining standards or, conceivably, of accepting lower standards of non-essential or even of essential services or activities. Conduct compelling such a recourse furnishes the goad to greater dispensing with human labour; and the achievements in automation already reached ought to be the tocsin, warning of the danger that will result from the refusal to face the realities of technological evolution. There must be a realization also that we are all in the same boat, in stormy seas, which requires a captain and crew to avoid both Scylla and Charybdis.

COERCED REVISION OF THE COLLECTIVE AGREEMENT

An occasional demand for revision of the collective agreement has been made the subject of complaint. An established provision is found to be outdone by subsequent negotiation with another party and equalization is sought. Various means are used to bring this about, amounting, in all, to coercive pressure. The employer or union members must either absorb the demanded benefit by yielding or face losses on the works entered into on the basis of the agreed terms.

The circumstances are frequently such that render the employer peculiarly vulnerable to delay; and facing those alternatives, he is driven to the lesser evil of surrender. It is important that tactics of this sort be scotched and the integrity of the collective agreement maintained. The remedy at hand

is to allow a recovery for the loss or damage when the particular employment ceases or the collective agreement terminates. For this a recommendation is made.

DESTRUCTION OF AN INDUSTRY OR A UNION

That such a thing as destruction of an industry can happen through labour demands may shock the uninitiated, but it has occurred within the past year. In a strike against the *New York Herald-Tribune,* the union leader made the announcement that "tomorrow, the company accepts the terms submitted or goes into bankruptcy;" and into bankruptcy the next day the company went, and New York has now, one daily newspaper less. The demands were not the sole factor in the paper's difficulties, but if they had been lessened, publication would most probably have continued with hopes of improvement. It may be of interest too that Detroit, through strike, has not had a major newspaper published for many months.

This is not intended to suggest that businesses below the survival line should be saved at the expense of labour; but there are situations where labour's best interests are served by restraint. Incompatibility with strike's consequences is not, therefore, to be ruled out as an unwarranted conclusion to labour's demands; and its possibility strengthens the case for finding acceptable means for restricting the scope of the factors of, and increasing the coercion to settle exerted by, strike. That is the purpose of recommending modifications or procedures related to the ultimate step; but it is conceded that in the present stage of the exercise of reason as the instrument of adjustment, the general abolition of strikes, which may be taken as environmental inconveniences, much as droughts are, is not for present legislation.

Conversely a labour union may, in certain situations, in effect be destroyed by a powerful employer. The circumstances may show the employer to have been clearly unreasonable in negotiations, standing arbitrarily on his position of strength, denying fair dealing and good faith to the employees. The latter may, indeed, be able to return to work but it will be on terms dictated not bargained. In this situation an award by the Tribunal is justified and called for.

DELAY IN ARBITRATING GRIEVANCES

One source of annoyance voiced by several labour representatives was delay in settling grievances under the collective agreements; there were said to be outstanding many hundreds of them. Most, perhaps, of these have been or will be abandoned; but the fact that so many will still be awaiting settlement is indicative of a condition that should be remedied. To be available as chairmen of boards of arbitration under the collective agreement is one of the important purposes of the proposed provision for Commissioners; they will be available for the prompt disposal of these issues at no cost for their services to the parties; and in view of other functions recommended, the Commissioners may be able to settle many minor complaints at the plant level. The determination of these grievances is at times quite as important to the employees as success in their prosecution; and to get rid of interminable delays should effect a substantial improvement in relations.

TRAINING OF ARBITRATORS

For the work of arbitration, special training seems to be essential and the following is suggested: a course of study extending over one year, preferably over two, to be offered by the universities of the province; it would call for intensive inquiry into such subjects as Economics, Psychology, Social Science, Labour Relations and Industrial and Business organization and operation. Stress should be laid on developing ability to appraise all features and aspects of management and labour performance; to view the total accomplishment as that of a unity through joint action of all parties with the ultimate goal of public service. What particularly, in this age of evolutionary change, is demanded, is the generation of fresh ideas and keenness in the perception of new situations through stimulated imaginations by which the mind becomes an instrument of mobility and resourcefulness.

With such training, a Commissioner should be able to appreciate fully the interests of employer, employee and public, and to understand the considerations determinative

of issues raised. Few of these latter are not coloured by emotion and it is the failure, at times, to sense this fact which enables them to elude the grasp of total situation.

INTERNATIONAL UNIONISM

International unionism between the United States and Canada is presently, in some quarters, a subject of acrimonious controversy, which its functioning in this province has not escaped. The extension of these organizations into this country, unique among nations, reaches back over a century, and its history has lately been given us by Professor John Crispo in a study of enlightening thoroughness. As any observer can see, the subject is one of political as well as of economic concern. That these international organizations have brought benefits to Canadian labour interests, is unquestionable, against these, however, are features which have given cause for some misgiving.

Serious consideration should be given to the local situation of collective bargaining by international unions, their affiliates and their "locals". The status of a local or affiliate is extremely vague and should be clarified. In certain cases agreements are made directly with the international union and in others, with the local. In the latter case, it may be that the terms are subject to approval or are dictated by the international organization or its representative in Canada. The wholesale increase of United States industries entering this country and operating through subsidiaries has intensified labour problems; and there is little doubt of the retention of control in these matters by the parent companies; the exceptions prove the rule.

Under the Labour Relations Act it is the certified or recognized union that is the party to the collective agreement and that may be the international or the local. "Affiliation" here is seemingly the equivalent of "local". With the recommendation of legal status for trade unions, the international, to the extent that it becomes a party to the certification and the agreement will, in Ontario, be deemed to be a body with civil capacity to sue and be sued, which, of course, it may already possess.

The movement toward Canadian autonomy is simply what must be expected in the industrial expansion of the country. There is seemingly little evidence that such a goal is resisted in the United States, and considerable evidence that labour leadership here supports it.

Another support lies in the necessary reduction of the number of unions in Canada by merger. There are at least two reasons for this: the relative paucity of individual union membership, and the absolute need of increasingly outstanding leadership. This latter cannot, today, be attracted by small numbers. Accepting, as we must, the fact of unionism, every sound consideration points to a course away from the early outlook and attitude when direction was confined to immediate and strictly local interests, to that of participation on the national stage in interests that affect our whole society.

With autonomy, the fraternal association of labour internationally, certainly between the United States and Canada, carries no inherent threat to political independence; it should be rather a welcome means of strengthening the forces for peace and the broadest scope of responsible freedom. That union organization at times presents attitudes and actions that seem to falsify that prospect is simply the expression of an intermediate stage of progress.

The necessity for autonomy was well exemplified by the tragic miscarriage of a strike against three newspapers in Toronto by the Typographical Union. The local union had reached agreement with the employers on terms approved by the Canadian representative of the international when, from headquarters in Colorado, came orders rejecting them. The result was that the strike failed miserably and many of the union members lost years of service. Even today a dwindling number may, at times, be seen purporting to be pickets.

A somewhat different instance was that of an agreement, rejected by the local, which, when an international officer appeared on the scene and approved it, was executed by the international in compulsion of the local union.

Both instances point the necessity of local control of such matters; labour relations are governed by the local law; and although the international is, so far, recognized, consider-

ing the extent of foreign industrial and business penetration of this country, such interference by outside authority will soon become intolerable; there is every reason for the removal of such an anomaly without delay. With it should come a consolidation of Canadian unions with greater confidence and responsibility.

While maintaining inviolate the national identity and independence of this country, we cannot disregard the social compulsion, in the fluid world conditions of today, of international amity and cooperation. But it should be recognized by our labour leaders that, notwithstanding the reappearance of views which Goldwin Smith propounded upwards of a century ago, the people of Canada will not tolerate political results obtained indirectly by the representatives of any groups acting collectively or individually.

CONFLICTS OF JURISDICTION

A serious question is raised by what are called "jurisdictional disputes". These arise from exclusive claims by different craft unions, chiefly in construction contracts, to certain types of work. Provision is made in the Labour Relations Act for dealing with these conflicting claims, but it has not proved satisfactory. Particularly is this so in conflicts between international unions. In the United States these matters are, in large measure, settled by the National Joint Board for Settlement of Jurisdictional Disputes. On such conflicts in Canada, it can be said that their settlement in Canada would be in entire agreement with the views of that Board.

The most cursory examination makes it clear that a board representing Canadian employers and employees composed of persons of experience in the work of construction, having authority to make awards in such conflicts, is absolutely necessary. The crafts which gave rise to initial specialization in contracting work, such as carpenters, bricklayers, plumbers, engineers and like groups, have been challenged by subspecialization both in relation to features of the original work and, much more embarrassing, to the substitution for that work of new materials, as, for example, wood or bricks, by metal, concrete and plastics. Window frames are now made

of aluminum; lathes, in metal sections; plaster, in many cases, is ousted by paperboard; and other substitutions aggravate the conflict.

An even more difficult situation appears in the modern production of heavy and complicated machines. The unit, completed in a factory, may call for extensive piping, both internal and external; its testing may require, through its complexity, a knowledge and skill which the ordinary craftsman does not possess. When the unit reaches the place of installation, the pipe-fitters, responsible for systems of, say, water or steam, demand the right to dismantle the external piping on the unit and then restore it as it was done at the plant; and to do the testing where it involves any handling of piping. For all of this they will be paid by their employer. Nothing could be more absurd. But what is at stake is work for the "general" specialist, the area of whose specific activity is being gradually reduced by increased automation and intensified intricacy of complicated units or functional systems. This contest between the factory and the job, between the relatively simple and the complex, will continue to parallel the products of technology.

It was suggested at one of the hearings that new categories of craft work are becoming necessary; the trained mechanic in the factory must also be somewhat of an electrician and a pipe-fitter; a pipe-fitter on the job should be an electrician, for incidental work; and so on. Perhaps a multicraft training where features of associated crafts are involved in a compound of skills, will become necessary.

In the meantime, the recommended board should be set up by employer organizations in the construction field and representatives of the unions affected, with authority to make binding awards. Its work should not be limited to the settlement of disputes; it should, possibly, extend to laying down anticipatory determinations before disputes arise. In its awards, it would be legitimate to balance loss with gain in the craft assignments.

This subject has been given a thorough examination by Rev. Gérard Dion of the Department of Industrial Relations, Laval University through its comprehensive scope and analyt-

ical detail in the, soon to be published, study of construction labour relations by the Canadian Construction Association. That, together with the valuable report on Labour-Management Relations in the Construction Industry by H. Carl Goldenberg, in 1962, can be said to exhaust relevant technical matter.

PROTECTION OF UNION MEMBERS

Consistently with the approval of unionism the members of a union should be protected against personal grudges, arrogance, domineering attitude, or other interferences with their right to participate in the determination of union action. So-called "militants" in a limited degree play an admissible role in inspiring courage; but militancy may be the expression of inability to form sound judgments and of utter lack of resourcefulness. Against these latter the individual member is entitled to democratic security, which here means that he cannot be expelled from the union without just cause.

On the foregoing, the following recommendations are being made:

A member expelled from a union without just cause, shall not, by reason of that expulsion, be affected in his employment notwithstanding the provision in a collective agreement for a closed or union shop. Re-instatement in the union may be ordered by the Tribunal.

A member's right of proceeding against a union is not to be affected by unreasonable provisions in the constitution or bylaws of the union, or if valid provisions have not been fairly and in good faith observed by the union.

CRAFT UNIONS

The craft unions over a course of many years have attained a degree of virtual monopoly of the various types of work to which they restrict themselves. As a result, complaints are made that they tend to exclude qualified persons seeking membership in their unions. For such a trained artisan entering a district as a new resident, the admission to such a union is invariably delayed, the only explanation for which is the policy of limiting the membership for the benefit of the senior

members. A practice has arisen of furnishing such an applicant with a "card" authorizing, temporarily, the exercise of his trade in the district and appearing to accord him the right to participate equitably in the allocations of work. This practice does not always result in such treatment and in some cases there is undoubtedly unfair and unjustified discrimination. Somewhat similar is the assignment of members to different contractors; there is not always the observance of just and equal treatment to the latter.

These matters are dealt with in the recommendations by requiring the union to record all applications for memberships, membership assignments; and the contractors to whom made. Inspection at any time of these records is authorized.

PROTECTION OF UNION ON STRIKE

The union, as the exclusive representative agent of the members of the unit, should be protected against intrusion into the ranks of strikers by the employer and the making of proposals to individuals to return to work in higher rank or for higher wages, done for the purpose of destroying the strike. Such a practice should be prohibited with any violation rendering the employer liable to penalties. A recommendation to this effect is made.

JOB SECURITY

The right of terminating a contract of employment at law, as distinguished from dismissal, depends upon express or implied terms of the engagement; in an indefinite engagement the rule is that "reasonable" notice is called for. This is generally determined by the period for which wages are paid or accrue, hourly, daily, weekly, monthly and so on. But an indefinite term may run on for years, and in a continuing industry or business it is invariably present. Having thus established competency and dependability, modern labour conditions cannot be reconciled with arbitrariness of any sort, much less when it results in disrupting a man's life after years of faithful service. It is recommended, therefore, that, in the absence of a collective agreement, after an unbroken service of seven years the employment can be terminated

only for just cause as found by the Tribunal. Terminations for engagements short of seven years are given specific lengths of notice.

Should employers claim similar notices of withdrawal by employees, the periods provided should have regard to the substantial difference between obtaining new employees and obtaining new employment.

THE DRIFT TOWARD AGREEMENT

Although labour has today accumulated power capable, generally, of meeting that of capital, yet the centuries of grinding struggle have left their mark on both groups in a residue of suspicion and easily aroused hostility. The compelling question is, by what means can these attitudes be eased and recognition given to the roles the two groups are playing toward the overriding interests of our society? In the presence of a standard of living and a general security in essentials equal to that of any country on the planet we are entitled to that recognition and its implications. It may be that we are moving toward a more intelligent appreciation of the many factors that determine our living conditions; that there is expanding a sense of responsibility and duty which, however slowly developing, is somewhat evidenced by many measures of regulation already accepted. It is only by acknowledging and adjusting ourselves to the fundamental changes in social conditions of today that order and stability can be maintained, and possibly, advanced. These conceptions may be repellent to older generations who have been fashioned by individualism; but the stark facts which face us are, in most respects, the evolutionary products of that individualism, its aims and accomplishments; and as in all basic changes in outlook and attitude throughout history—and those of today are the most extreme and radical—the imperative is that of readjustment.

The number of non-construction collective agreements settled by negotiation with or without resort to strike appears to present some indication of that tendency. In 1967 there were 2,847 bargaining situations opened involving 290,474 employees. Of these, 1,618 affecting 111,253 employees were settled by the parties alone; 596 involving 51,934 employees

were settled at the conciliation officer stage; 23 affecting 3,758 employees were settled by mediation or conciliation boards; leaving 68 involving 5,392 employees pending. Free to strike were 542 cases with 118,137 employees. Of these, 403 affecting 24,261 employees were settled after further negotiation. This left 139, representing 93,876 employees going to strike, with the loss of 454,175 mandays. The items conceal the economic effects of strikes on other interests and the social effects in the trails of antagonism they leave and it would be a mistake to allow one's self to be too far misled by such figures; disruption in a small fraction of a group may set off explosive disturbances in many directions.

GENERAL UNION RESPONSIBILITY

Labour organization is slowly assuming the task of directly representing a large portion of the working force of the country, and the responsibility of seeing that the general interests of all workers are protected. Gradually it has succeeded in obtaining governmental assistance as in minimum wages and maximum hours, workmen's compensation acts, unemployment insurance, full employment policy and other modes of relief, benefits supplementary to industrial or business conventions. It will mark intelligent statesmanship when this responsibility is more deeply realized as that for a working democracy, and the substantial interests of the community more fully understood and served. It may result in a welcome change, also, from the internal friction and competition which now seems to be an important and destructive activity of unionism.

FEDERATIONS OF UNIONS AND EMPLOYERS

We are approaching a labour condition, as well as of management, in which federated organization within a province such as Ontario becomes highly desirable if not necessary. The economic interest of the province is made up primarily of the activities and enterprises of industrial and business units in many localities; they have common interests, some

affected significantly by local conditions; together they determine the total provincial economic involvement. The latter is the concern of all; but it cannot be assessed by any other than a total organization with the provincial aspect as its basic outlook. The building of two such groups can be brought about only by management and labour realizing their co-acting relation and achieving such a parallel development, a task which the disorganization of today calls for. The value of collaboration between their representatives lies in their comprehensive view from a vantage level, an elevation from which they can give such leads as will be not only in their own interest, but also in the interest of the province and at the same time be congruous with that of the Dominion. This is the principle and the coordination accepted and applied in Sweden; and when we have just had such a demonstration in Great Britain of how quickly the business scene can be transformed from one of fair promise and assurance to that of dismay, it would be a blind and blundering course to confine leadership to lowest organizational levels.

CERTIFICATION OF UNION FOR EMPLOYEES IN REMOTE AREAS

Employees in remote areas have difficulties in communication with labour officials looking to union representation. It is being recommended that in such cases, as found by the Labour Relations Board, s.7 (2) of the Labour Relations Act be amended to provide that on obtaining evidence of union membership to the extent of thirty (30) per cent of the unit, a mandatory representation vote be taken by means of the postal service.

To enable access to the employees, notwithstanding the provisions of the Petty Trespass Act, a representative of the union should be given the right, on reasonable notice to the employer, to enter upon the lands on which the operations are being carried on and to canvass employees not then on duty. The hours for such communication should be such as will cause no interference with any part or feature of the operations. A recommendation to this effect is made.

STATISTICS

Keeping statistics of labour matters is becoming more important each day. The association with strikes of the picket lines, picket line incidents, replacement and re-employment of strikers, classes of industry and business affected, the size of the striking force, the required skills, the scale of general employment, the number of employees continuing at work; these and many other details are constantly increasing in significance to labour relations adjustments and are insistently required if the future course of regulation is to be kept in touch with the realities as they evolve.

There should also be a current statistical survey of collective agreements showing: classification of terms, conditions and periods of operation; grievances filed, withdrawn or arbitrated and the results thereof including the names of the arbitrators; as well as other items significant to the course being taken by such agreements.

EDUCATION AND RECONCILIATION

There must be kept in mind, also, the vast education establishment to which we are permanently committed. It is not designed to produce unquestioning submissiveness, much less subservience; its object is to deepen the intelligent understanding of this life and the environment in which it finds itself. So far as that succeeds, it will bring about individual and collective restraints from all interests. Of one thing we may feel assured, we shall not reach any satisfactory accommodation through hate, envy or attempted bourbonizing of our society. With population proliferating as at present, the hope of democratic government seems to lie in a wider and deeper distribution of centres of responsibility; every free man, in a sense, becomes or should become such a centre; and the talent that today is being largely monopolised by the many forms of business, must become more concerned with the social impacts of its achievements.

MANAGEMENT AND LABOUR CONSULTATION

The general failure of consultation between management and union is due ultimately to exaggerated emphasis on the

"adversary" conception. That word, in the context of civil relations, if not taken from, is largely confined to, the notion that courts, through their presiding officers, are referees whose function is to see that the Queensbury rules are observed. Such notions easily become obsessions in such a context, the word itself settling most suggestions of change. It must be credited along with obsessive "competition" with having generated an ideology that, in extreme form, is as objectionable as communism itself. It comes within the couplet quoted in a work on Ideas by the late Professor Whitehead, one of this century's wisest men:

> "Thou shalt not murder, but tradition
> Allows all forms of competition."

The protagonists of management and labour will benefit by liberating themselves from the shackles of unexamined words and shibboleths. Consultations are for men who are conscious of their social responsibilities and their own biases, as well as of their interests. The two functions, in production and services, are complementary, and the terms of their relationship are, in this era, matters of vital importance to the public.

SERVICES WITH SPECIAL PUBLIC INTEREST

Consideration is also given to:

(a) Public employment;
(b) Automation;
(c) Essential industries, services or businesses.

Analyses of the factors involved in each topic are presented and the recommended policies to be followed are furnished in general terms for each item.

Industrial Tribunal

AMONG the recommendations is the establishment of an Industrial Tribunal with a corps of Commissioners. One of the primary objects in regulatory administration is to offer a source of flexibility whereby variations of circumstances and conditions in which conflicts arise may be accommodated reasonably and in the manner of practical adjustment. This, in the spirit of management and labour realities, will approximate what may be called labour relations jurisprudence. Respecting all interests, management, labour and public, adjudications will, in substance, reflect, so far as possible, accommodation to those interests in their evolving forms and values. Such determinations have become vital to our political and economic security, our social reconciliation, and the integration of our national life.

A second important feature is the availability of this panel of impartial experts to decide public interest disputes upon a declaration of essentiality by the Lieutenant Governor in Council.

The strength, respect and authority of the Tribunal will depend on the quality of those who compose it; and the terms suggested for their appointment are designed to impress upon the government the dominating importance to the social health of the province of such a tribunal and that quality. In addition to its prescribed administrative powers, it should serve to observe trends and changing attitude toward labour relations and from time to time to offer suggestions and

recommendations to management and labour as it may deem proper and desirable. In the Commonwealth of Australia, as well as in every State of that land, except one, there is such a tribunal; its functions arise in a scheme of awards by its commissioners dealing with many of the subjects now covered in this province by collective agreements, a system whose form in great measure has been shaped by historical events and experiences going back to the last decade of the nineteenth century. But as an institution it is accepted and respected; and together with its corps of Commissioners provides that country with an administration of labour and management relations as generally acceptable as any in the West. Sweden, likewise, using a labour court and the rationality appropriate to it, exhibits an unusual sensibility of the country's vital interests in its management and labour administration. In this it has the great benefit of federated industry and labour represented by groups which, in their specific and general conclusions on the economy as well as special industries, furnish for the guidance of the local and national unions the general limits of economic advance which the conditions of the country will permit.

Enforcement

AN UNRESOLVED problem is that of enforcing regulations by proceedings for violations. Management is the chief complainant in this matter. When a collective agreement is concluded there is frequently an exchange of sentimentality between the parties in which aberrations that have taken place, are washed up. When asked why such an understanding is accepted, the reply of the employer is that "we have to live with them"—the employees, implying, of course, that he does not desire to bring about a climate of resentment.

The working force of this country and its dependents embrace the majority of its people; and the great majority of the workers are law-abiding citizens; deviations come from a minority, most of whom, in the levels of leadership, act within limited perspectives. It is not always appreciated that existing patterns in any sector of western life must now carry with them the ultimate support of rationality, examples of which we are witnessing today even in a state such as Czechoslovakia. The inertia of populations is daily being lessened and maintenance of attitude towards basic ideas must meet the involvement of public interest and opinion.

To achieve that objective, there is no purpose in enacting provisions of law for the improvement of human relations if they are allowed to be flouted with impunity. The only means by which such provisions can be made effective is by enforced sanctions; and to deal with sanctions as it is generally done is to nullify them. Without enforcement such

provisions are ineffectual, futile legislative pleas. This has a significance beyond labour relations; it involves the enforcement of laws generally. An established contempt for one field of regulation spreads its blight to others.

The appointment of a Director of Enforcement is therefore recommended to provide for the prosecution of violations of substance committed against the provisions of the proposed Act and orders made under its authority. It involves, simply, the vindication of the law which the chosen representatives of the public have enacted. The social disturbances which the entire world is now witnessing are too serious to be disregarded. The monstrous repudiation of law and the substitution of disorder and force can lead only to social chaos which seems just to have been avoided in France and to be in full swing in China.

The Director of Enforcement will act as an independent counsel whose duty will be to see that a law-abiding society shall, so far as possible, in labour relations matters of substance, be maintained.

Order, Scope and Character of Recommendations

THE Commission has proceeded on the view that the proper order of prescribing regulation of actions and conduct of the type being considered, is, first, to support certain procedural features at times necessary to the establishment of reasonable and legitimate claims of labour against property and its operations; and, secondly, to require the observance of rules of law which are the correlatives of those features: to propose defined rights and to exact observance of obligations inherent in them.

The question of recommendations is whether, in the existing situation, we should tinker superficially with the present apparatus for dealing with labour relations, now virtually on a dead centre, leaving its substance as it is; or, in the interest of solidarity and security and the realities that are already apprehended by industrial and labour statesmanship over the western world, though long appreciated in Australia, New Zealand and Sweden, moderate the dated ritualism and rigidities of some of those procedural features, a change for which the mature judgment of today is ready.

It will be seen that articles 9 to 25 deal with the critical provisions of the report: the suspension or modification of provisions of the Act dealing with picketing, replacement and re-employment of strikers, employee status, making a collective agreement award or a declaration of the termination of a strike. What is sought is, within the limits of fairness to both parties, to increase the pressures toward agreement

with the minimum of external intervention. It is considered that the provisions recommended, for that purpose, are just and reasonable.

Objections may be taken to the articles generally on the ground that they are an unwarranted interference with action that should be free. To this, among others, three short answers can be made. The scope of discretion given to the Tribunal effects a qualification of the created positive rights and privileges so as to make them not absolute but conditioned. Secondly, no award can be imposed on a party of terms to which he has not, in substance, at some time and in some manner agreed. Thirdly, a statement made by an official of the International Brotherhood of Teamsters speaking recently in Vancouver to the Administrative Management Society of British Columbia about the new Mediation Commission Act of that province:

> "Since we now have it, both parties had better decide what their approach is going to be—Are we going to drive the cabinet into making decisions whether this, that or the other industry is of such vital public interest that strikes will not be allowed? Are we going to force the government into the election of compulsory arbitration to settle disputes? Or are we going to try to devise some approach whereby the two parties will start building bridges toward one another with a view to doing all that can possibly be done to sort out their problems?
>
> "I would make a serious appeal to both sides to start putting their own house in order and not continue in the way that leads to intervention of third parties. If we can't bring ourselves to do this, then we don't have a right to be critical of those who must govern in the interests of all society."

It would be difficult to find words more acutely relevant to the existing conditions of labour relations in Canada and more sharply indicating the necessary course that the evolution of these relations must take. They are ideas with which all interests must become familiar if we are to make of the whole of this country and its people a nation of intelligence and reconciliation.

The recommendations are not to be taken otherwise than as suggested means of balancing, and resolving acceptably, the pressures operating upon management and labour relations

and the restriction and possible elimination of objectionable features arising out of them, some of which led to this inquiry. There cannot be too much emphasis on, or repetition of, the fact that the distribution of total economic values is today one of the most, if not the most, difficult of our internal problems; that it is becoming increasingly so throughout the world; and that only through resourcefulness in ideas and experimentation can there be any hope of advance towards more civilized modes of determining it. Without general acceptability of regulatory action the cohesion of democracy is seriously weakened. With a colossal accession of technology, and an industrial establishment in North America which, working at full capacity, could swamp the western world with material products, that we cannot heighten the level of our resolution of these issues, and extend to them, as we have to all others of our disputes and conflicts, rational procedures of settlement, is a reflection on our educational accomplishments, and an indication of a lack of attainment in general enlightenment, that is not flattering.

What, in addition to familiarity with the atmosphere and life of the work-place, this field of action primarily demands is deeper general education and, for the specialists, more thorough general training. Young men and women of promise should be enabled to make acquaintance with science, economics, philosophy, history, psychology, sociology and literature. It is essential also that employers, management and workers become better versed in, and sensitive to, the emerging ideas, and their social impact, within the framework of which they will spend most of their lives. These are the conditions for improved labour relations and the acceptance of procedures more consonant with intelligence than those of today; and they apply to all levels of management and labour.

What is submitted are first some minor proposals affecting existing rules and practices, such as those dealing with picketing and injunctions; more substantial recommendations, of which some have been adopted and others brought under consideration in a number of western jurisdictions, such as the liability of unions to suit, the replacement of strikers, the re-employment of strikers and other incidents of strike, an examination of public employment, of essential

services and automation; the setting up of an Industrial Tribunal with an organization including Commissioners; and finally providing for a public Director of Enforcement. Certain of the recommendations may appear expressed somewhat in the form of enactment, but that is merely to detail more clearly the elaboration of flexibility and of alternatives which, in the view of the Commission, is called for by their subjects.

The recommendations are in no sense intended to present a packet of which acceptance of all or none is required. Many of the items are quite independent of the others. The main purpose is to propose a degree of organization in the present uncharted field lying beyond that of the Labour Relations Act; there can be little doubt that this region is in need of specification of its governing terms and conditions.

PART TWO

Recommendations

INTRODUCTION

THE principal purposes of the provisions recommended are, first, to confine legitimate economic pressures, so far as is reasonably possible, to the employer and his employees (represented by the union) involved in a dispute, to the exclusion of third persons; and, secondly, thereby to induce the parties to agreement with the minimum of disruption of their normal working activities and relations.

It will be seen that alternatives are suggested and flexibility is furnished through the discretionary role of the Tribunal. The many varied aspects and features of employment, on a scale and within a structure never before appearing, demand scope for experimentation in resolving the clash arising from the confrontation of deep-set interests. As in every other field of conflict—social, artistic, religious, political—only experience can work out acceptable modes of reconciliation. It is not always the best policy to await turmoil before recognizing the results of the limitless exposure to ideas and action which the present age has made possible. A dozen Pandora's boxes have been opened; and if we retain our senses, we will recognize that fact and the changes in attitudes which it calls for.

It is therefore recommended that provision by statute be made to the effect of the following.

PICKETING

1. (a) **Location and Purpose**

Except as otherwise provided, picketing shall be permitted near the employer's place of business, operations, or employment, and not elsewhere, in such number as may be reasonably adequate for obtaining and peacefully communicating information with a view to persuading persons who are willing to give attention thereto to refrain from entering such place, dealing in or handling the products of the struck employer or doing business with the employer. On the application of the union or the employer, the Tribunal may, at any time, fix the number of pickets, the locations at which they may be, and the conditions of picketing permissible. Where the terms of the order are violated the line or group shall be illegal as to all persons participating in it and an offence hereunder.

(b) **Picket Captain**

Every picket line or group shall at all times have one or more representatives of the union whose name or names shall be communicated to the employer upon the formation of the picketing. Each will have authority and the duty to make every reasonable effort to maintain lawful conduct on the line or group and to dismiss any employee from the line or group for misconduct. Failure on his part to carry out such duty resulting in damage or injury to person or property shall render the union liable to the employer or other person so damaged or injured. A line or group maintained without such a representative shall be illegal and as to all members thereof be an offence hereunder.

(c) **Pickets and Placards**

Subject to any order of the Tribunal, no person is to act as a picket who is not a member of the unit of employees on strike or an official of the union; and appropriate placards with legitimate information may be carried or otherwise exhibited by pickets.

(d) **No Obstruction**

There shall be no interference by physical obstruction of any kind or in any degree with or towards persons entering or leaving the struck plant or business premises.

(e) **Mass Picketing**

Mass picketing, including a number greater than reasonably adequate to the purpose mentioned or as authorized by the Tribunal, or any other form of demonstration at or near the plant or business in respect of the strike, by any persons whomsoever, shall at all times be prohibited.

(f) **Secondary Picketing**

With the general weakening of the influence of a picket line and boycott as effective instruments in strike action, extension of picketing against third persons, known as secondary, becomes doubly objectionable. But certain distinctions should be made, and they have been indicated on page 33 of this report. From them it follows that picketing or boycotting what is there defined as an innocent or neutral third person or by means of third persons should be prohibited. In the case of the same employer at a different place of business at which there is no strike or a third party ally of the employer as there indicated, such measures of persuasion should be permitted as the Tribunal may by order specify.

(g) **Ally Picketing**

In cases in which the operations of the industry or business are closed down wholly or partly, should the employer make any form of arrangement by which the work of the industry or business is in any substantial degree carried on by another or others and the established relations of the employer with his customers or correspondents are thus maintained, the plant or work-place of such co-operator shall be subject to picketing by the strikers in manner as provided by the Tribunal as an appeal to the public; the rules of boycott shall apply as if the co-operator were the employer of the strikers; but

nothing herein shall affect the employees of the co-operator or their relations to him; should it do so, the Tribunal may prohibit the picketing.

(h) **Recognition, Organizational and Sympathetic Picketing**

With the procedure provided of obtaining certification, and, at the same time, accepting the voluntary recognition of a bargaining agent, there is no occasion for so-called "recognition" or "organizational" picketing; they and all other picketing, as, for example, "sympathetic," by any person should similarly be prohibited.

(i) **Picketing during Lockout**

During a lockout, the extent of picketing, if any, shall be determined by the Tribunal.

(j) **General**

In cases of strike to which the provisions stipulating for casual re-employment of strikers and provisional replacement of strikers remain applicable, the determination of permissible picketing should take that fact into account. The security of employees to return to their jobs, their right to seek casual employment elsewhere, and the provisional character of replacement of strikers, create a situation in which both interests are protected against unnecessary loss; at the same time, the authorized action that may be taken by the Tribunal is designed to operate against undue delay in reaching a collective agreement.

(k) **Multi-Union Picketing**

In the case of multi-union employees engaged on a work or in an industry, where one union strikes, no picket line shall be permitted to be set up except as it may be specifically limited to the area or the work of the unit of employees so striking, beyond which it shall be conclusively deemed not to extend. In cases of common situs of

different work or function, picketing or any other mode of announcing a strike shall similarly be limited strictly to the unit of employees on strike; and the same consequences to other employees should follow as in the cases of multiple unions.

(l) **Summary**

Except as otherwise provided, lawful picketing becomes, therefore, a direct and primary measure accompanying and in support of a legal strike; it should be limited to the plant, workshop, or central assembly or departure place of the striking force, and not extend to other places of delivery, loading or unloading. All other picketing is prohibited.

BOYCOTTS

2. All boycotts are prohibited which tend to produce any action by strike, picketing, refusal to handle, use or in any other manner to deal with, in the course of employment, any goods, articles, materials, or commodities, or to threaten, coerce or restrain any person from so handling, using, or dealing therewith, for the purpose of coercing any person to cease buying, using, selling or in any manner handling or dealing with any such goods or commodities produced, processed or manufactured by any other person or to cease doing business with any other person.

PUBLICITY

3. Subject to any order of the Tribunal, publicity, by any lawful means, of truthful matter directed to consumers to persuade them not to buy or deal in the products of a struck employer, shall be permitted, provided that such means do not tend to induce and do not induce any stoppage of work or refusal to handle or otherwise deal with such products at any establishment or place of delivery.

INJUNCTIONS

4. Amend s.17 of the Judicature Act so as to provide by ss. (3) that where the court is satisfied that facts necessary to the issue of an interim injunction have been shown, but that in the circumstances a notice of motion under s.17 (2) could not safely have been resorted to because of the delay, damage, injury, breach of the peace or interruption of an essential public service involved, the court may issue an interim injunction subject to the following conditions:

   (a) That notice of motion, reasonable in the circumstances, in terms of hours, has been or has attempted to be given by telephone or other available means of communication to the person authorized under s.63a of the Labour Relations Act to accept service of process or notices under that Act, or to an officer of the union, or it is shown that such notice could not have been so effected;

   (b) That proof of the facts has been made by *viva voce* evidence or that the court is otherwise satisfied that the emergency is too serious and the time required to bring witnesses for such proof too great to insist thereon;

   (c) That on any such application, any misrepresentation of fact or the withholding of qualifying relevant matter, directly or indirectly, furnished by or on behalf of an employer shall constitute a contempt of the court and be punishable accordingly.

   In every other application by an employer or a union to a court for an injunction the evidence shall be taken *viva voce* unless the parties agree that it may be taken by affidavit.

5. In all cases under s.17 evidence must satisfy the court that reasonable efforts to obtain police assistance, protection and action to prevent or remove the danger of damage to property, injury to persons, obstruction of or interference with lawful entry upon or exit from the

premises of the employer, or breach of the peace, have been unsuccessful.

(It would be desirable to place the issue of injunctions in labour disputes wholly within the jurisdiction of the Tribunal. A constitutional question may be involved, however, on both the provincial jurisdiction to clothe such an administrative tribunal with strictly injunctive power and its incidents, and the factual situations in which that authority could be exercised. This difficulty might be overcome by an order of the Tribunal applied for immediately upon a strike specifying the number and conditions of picketing. In that event the provisions regarding injunctions could be incorporated in the Act rather than by amending the Judicature Act.)

RATIFICATION AND APPROVAL OF COLLECTIVE AGREEMENTS

6. Where by the constitution of a union a collective agreement concluded by its negotiators is required to be ratified by the members of the union, unless otherwise ordered by the Tribunal, a vote of each employee in the unit affected shall be taken by the Labour Relations Board by means of the postal service; and a majority of those voting in its favour shall constitute ratification. Accompanying each ballot to an employee shall be a summary of the question or matter involved or the terms that have been negotiated and subscribed to by the union and the employer's representatives, or have been offered by the employer and refused by the union representatives, with such details as may be required to make the subject clear; the summary shall be prepared and signed by the representatives of both the employer and the union. In case of disagreement, the matter shall be settled by the Tribunal.

Where in the course of negotiating a collective agreement with an international union, on the occurrence of a strike, complete terms are agreed to by representatives of the local union, and approved by an authorized Canadian representative of the union, the headquarters of

which are outside of Canada, the agreement so reached may thereupon, notwithstanding any other provision hereof, on the application of the employer, be declared binding upon the parties by the Tribunal.

STRIKE VOTE

7. Amend s.54 (3) of the Labour Relations Act to provide that a strike vote taken by a union shall be taken only after the release of the report or the notice provided for by clauses (a) and (b) of ss.2 of the said section.

VOTE ON CONTINUATION OF STRIKE

8. When a strike has continued for forty-five (45) days, on the application of any striking employee or employees to the Tribunal, the Labour Relations Board shall, at the request of the Tribunal, which the Tribunal, in its discretion, may make, take a secret vote by the postal service of all employees in the unit on strike on the question whether the continuance of the strike is approved. For the purposes of such a vote the Labour Relations Board may, if necessary, inspect the records of the employer to obtain the names of all employees in the striking unit with their street or other address. Should any question arise as to the employee status of any person, it shall be at once referred to the Tribunal for decision.

INTERPRETATION OF S.1(2) OF THE LABOUR RELATIONS ACT

9. Declare that s.1 (2) is to be interpreted to effect a maintenance of employee status with all its incidents while a strike continues unless, through substantial misconduct, that is, conduct incompatible with his duty as a striking employee, or in relation to the strike or the labour dispute generally or violation of any provision of this Act or order made hereunder, or his withdrawal from the employment hereof or in any other manner, the employee

has terminated or forfeited that status. Whether he has been guilty of any such conduct, or violation, or has accepted permanent re-employment, or has withdrawn shall, if challenged, be determined by the Tribunal. Any striking employee found to have been wrongfully dismissed shall be entitled to reinstatement and the recovery of compensation for the work lost as may be determined by the Tribunal.

STRIKE IN RELATION TO CONTRACT OF EMPLOYMENT

10. No strike shall be held unlawful by reason only of a breach of a contract of indefinite employment, other than a collective agreement, committed by any person participating therein.

TERMINATION OF EMPLOYEE STATUS BY PERMANENT REPLACEMENT

11. Should any striker, through misconduct or withdrawal, surrender or forfeit his employee status, the employer may engage a substitute who, for all purposes, shall be deemed to be a member in full standing of the striking unit. In the event of the strike being terminated by a collective agreement with the striking union providing for a closed or union shop or a compulsory check-off, such substitute shall, within one month of such termination and subject to his satisfying any established conditions of the union regarding skill, apply for, and be entitled to admission to, membership therein or subject as a condition of employment, to compulsory check-off as an employee. Should his application for membership be rejected without just cause, as may be determined by the Tribunal, he shall be deemed to be a member of the union and expellable only for non-payment of regular fees. In respect of check-off, he shall be bound by the terms and conditions thereof. If for any reason deemed adequate by the Tribunal, an employee in a closed or

union shop declines to join the union, the Tribunal may direct that he be continued as an employee in such shop on such conditions of employment as it may consider just.

OTHER EMPLOYEES NOT TO DO WORK OF STRIKERS

12. Subject to any order made under the provisions hereof by the Tribunal, and to the provisions of this Act, no employer shall order or permit any of his employees engaged at the same workshop, establishment or place of business but not within the striking unit to engage in or upon any work normally done by the striking unit or any member thereof; nor shall any employee of the employer, or by agreement of any other employer, be transferred to the work of any such striker from another plant, place of business or unit of service of the employer, or such other employer. But such prohibition shall not apply to any supervisory officer whose work is immediately related to that of the working unit on strike.

TERMS OF PROVISIONAL REPLACEMENTS

13. Subject to any order of the Tribunal and to the provisions of this Act, any persons employed in a struck plant or business in replacement of striking employees shall be non-voting provisional employees, subject to displacement at any time during the existence of the strike by the return of an employee or employees on strike. The terms of employment of such replacements shall, in writing, be communicated in full to the Tribunal within five (5) days of their employment, and within three (3) days of any modification of the terms thereof thereafter. Any false or misleading information furnished to the Tribunal shall, for each offence, subject the employer, on Summary Conviction to a fine not exceeding One Thousand Dollars ($1,000.00). But nothing herein shall permit the engagement by the

employer of persons who hold themselves out as strike-breakers, that is persons from within or without Canada who make a practice of engaging in temporary employment in a struck industry or business for the purpose of assisting in maintaining the working of the industry or business adversely to the strikers.

TERMS OF PERMANENT REPLACEMENTS

14. Should it appear that the employer is proposing to engage or has engaged persons in place of employees on strike to fill positions vacated by strikers by reason of their loss of status under s.1 (2), or with leave of the Tribunal, to displace strikers then within the protection of s.1 (2), on terms, in all circumstances, more beneficial, in the opinion of the Tribunal, than those which the employer has offered to the union, the Tribunal may, on the application of the union, by an award declare that such terms or part thereof together with the whole or part of such others as may have been provided by the preceding collective agreement or the previous working terms, or in the course of negotiations have been offered or may be agreed upon, shall constitute a collective agreement for the period of one year or longer if the parties agree thereto. Upon such award, striking employees may within ten (10) days thereof return to the employment except to the displacement of permanent replacements.

RE-EMPLOYMENT OF STRIKERS

15. (a) Subject to any order made by the Tribunal and to the provisions of this Act, a striking employee engaging only in casual or occasionally arising work not exceeding twenty-four (24) hours in any calendar week, with another employer or other employers during the continuance of the strike, shall continue to be within the protection of s.1 (2) of the Labour Relations Act. The casual or occasional character of such an engagement, if challenged, shall be determined by the Tribunal. Any

re-employment beyond these terms shall be deemed a withdrawal from the struck employment.

(b) When such work is undertaken by a striker, he shall immediately advise the union of the name and address of his employer and the nature of his work. At the end of each calendar week during which he has worked he shall notify the union of the number of days worked, the rate of pay and the wages earned in that week. This information when received or a copy thereof shall at once be sent to the Tribunal. Any failure to forward such information to the union or to the Tribunal, or any false information given by the union or the striker shall be a violation of this Act.

INTERVENTION OF EMPLOYER

16. Provision should be made that where an employer seeks to defeat a strike by offering more favourable terms in wages, rank, position or of any other nature, to an individual striker or strikers than are proposed or will be granted to the union, or by otherwise intervening with members of the unit to the exclusion of the union, the latter may thereupon apply to the Tribunal for an award, obligatory upon both parties. If such an award can properly be made on the facts presented, the terms shall either directly or by inference from, so far as possible, be based upon, those so offered. The award shall be for a term of one year, unless the parties agree to a longer period; and it shall constitute a collective agreement between the union and the employer. Any such an intervention by an employer shall render him liable on Summary Conviction to a fine.

MAINTENANCE OF PLANT DURING STRIKE

17. Among other incidental consequences of a strike, there is the maintenance of the industrial plant or other property of the employer. Labour asserts a social right in its jobs, a view not difficult to understand; the best working years of employees may be involved; after the

age of forty learning a new trade, for most at least, seems to be excluded; their interest in the plant or business may be their lifeline. That, in a strike, such action as may cause serious damage to that security can be committed directly or indirectly by strikers can only be attributed to retarded maturity. In some cases the collective agreement provides that maintenance employees will continue at work to the extent required for that purpose, and such a clause can properly be made a statutory requirement or be declared by the Tribunal.

RETURN TO WORK OF STRIKING EMPLOYEES

18. Notwithstanding any provision of this Act or any other Act, or of any law, where renewal of a collective agreement has not been effected and a strike has taken place and is continuing, any striking employee, within s. 1 (2), at any time before the termination of the strike, shall, in the absence of a lawful lockout, if the work of the plant or business as then being carried on renders the employment feasible, or when it becomes so, as determined by the Tribunal, have the right of returning to his employment as if his cessation of work had not taken place. The terms of employment shall be those contained in the terminated collective agreement applicable to employees individually as working terms and conditions with such modifications as may be agreed upon. Should any returning employee have been or be given notice of dismissal from the service by the employer, the justification of the dismissal, on the application of the employee made within ten (10) days of such notice, shall be determined by the Tribunal, which may order reinstatement and the recovery of wages for the work lost.

CONTINUATION OF NEGOTIATION

19. Notwithstanding a strike both the employer and the union, on the initiative of either, shall from time to time continue to bargain in good faith for the purpose of reaching a collective agreement until one is concluded,

or an award constituting such an agreement is made, or the strike is declared to be ended or the union has ceased to represent the unit of employees involved.

SUSPENSION OR MODIFICATION OF STATUTORY PROVISIONS

20. The Tribunal, if satisfied that either party or both have or has not been acting in good faith or have or has been clearly unreasonable in the course of bargaining, may, at any time after a strike or lockout has taken place, and on the application of the employer or union, make an order suspending, modifying or otherwise affecting the provisions hereof relating to picketing, replacement of strikers, the re-employment of strikers or the status of strikers. Such an order may, at any time or from time to time, on the application of the employer or union, be modified, terminated or renewed.

STRIKE TENDING TO BANKRUPTCY OF EMPLOYER OR DESTRUCTION OF UNION

21. Upon a strike being declared, should the Tribunal be satisfied beyond a reasonable doubt that economic terms demanded by the union are such as in all probability will force the employer into bankruptcy or, if a company, to a winding up, it may forthwith make such modification or suspension of the provisions of the Act relating to picketing, the status of strikers, the re-employment of strikers and the employment of replacements as may appear just. Conversely, provide similar terms in case of a threatened destruction of the union by lockout or any other manner.

INQUIRY INTO ISSUES OF STRIKE

22. At any time after a strike or lockout has begun, the Tribunal shall at the request of either of the parties or the Minister of Labour, and may, of its own motion, investigate the matters at issue and make a report of the facts

thereof with or without a recommendation thereon as may be requested by the Minister, who, in his discretion, may make the report public.

ELECTION FOR AWARD BY TRIBUNAL OF COLLECTIVE AGREEMENT

23. At any time during the course of negotiating a collective agreement the parties thereto may jointly apply to the Tribunal for a binding arbitration award which the Tribunal, in its discretion, may forthwith proceed to make. When made, the award shall for all purposes constitute a collective agreement.

PROPOSED AWARD AFTER 90 DAYS OF STRIKE OR LOCKOUT

24. (a) When a strike or lockout has continued for ninety (90) days the union or employer, undertaking to accept it, may at any time thereafter request an award by the Tribunal which the Tribunal may make. If accepted by the other party, it shall become the collective agreement for the period of one (1) year from the date thereof or longer as may be agreed upon. The Tribunal may withhold an award.

(b) Should the award be rejected or withheld, the Tribunal, on the application of either party, may, in its discretion, make such modification or suspension of the provisions of the Act relating to picketing, the status of strikers, the employment of replacements or the re-employment of strikers as may appear to it to be just and to be conducive to the conclusion of an agreed collective agreement.

In the alternative:

(c) Should the Tribunal be satisfied that, in the course of the bargaining, the party rejecting the award has failed to bargain in good faith or has acted clearly unreasonably, or otherwise has engaged in unfair practice, the Tribunal may declare the award to be binding on the parties as a

collective agreement for the period of one (1) year from the date of the award or such further period as the parties may agree upon.

In reaching the award, the terms which the rejecting party may, in the course of negotiation, have proposed, or to which he has agreed, and all other relevant circumstances, including the terms of the preceding agreement, or the immediately preceding terms and conditions of employment, or the terms of the employment of provisional or other replacements, shall be given careful consideration by the Tribunal.

TERMINATION OF A STRIKE BY TRIBUNAL

25. (a) Unless it is shown to the satisfaction of the Tribunal that it would be unjust to the employer or the union that such a termination should take place, upon a strike continuing for six (6) months, the Tribunal may, in its discretion, declare it to be at an end; s.1 (2) shall thereupon cease to apply to the strikers; the provisions hereof relating to picketing shall cease to apply and picketing thereafter will be illegal; and provisional replacements become, in the discretion of the employer, permanent employees for the purposes of this Act. Should the strike continue for one (1) year, the Tribunal, on the application of the employer, shall make a declaration of its termination, with the same consequences as hereinbefore stated. In both cases, striking employees retaining their employee status under s.1 (2), may return to their employment within ten (10) days after the declaration is made.

(b) Should a strike have continued for less than six (6) months when this Act comes into effect, the six (6) months period shall be deemed to begin at that time.

STRIKES PRIOR TO ENACTMENT OF ACT

26. Should a strike have continued for more than one (1) year before this Act comes into force and purports to be continuing, and if prior to that time, the industry or

business had, notwithstanding the strike, been in substantially full operation and is so continuing at the time of the enactment hereof, the strike shall, for all purposes of law, except that affecting relations between strikers and their union, be deemed conclusively to end or have ended on or as of the expiration of one year from its commencement.

LOCKOUT FOR 6 MONTHS

27. Should a lockout continue for six (6) months, the Tribunal may suspend the right to engage replacements at any time thereafter for a further period not exceeding one (1) month, provided that within the extended period striking employees who have retained their status are available for work.

EFFECT ON STRIKE OF LOCKOUT

28. Should a lockout occur after or during a strike, the period of the lockout shall, at the option of the union, not be included in the period of the strike for the purposes of this Act. Upon the expiration of the lockout, the provisions of this Act shall apply as of a continuation of the conditions existing when the lockout took place.

UNION, A LEGAL ENTITY

29. Every trade union in Ontario shall constitute a legal entity with capacity to sue and be sued in its name, and vested with civil rights and subject to civil liabilities in tort or contract under the general law, including this Act; but nothing herein shall affect any rights or liabilities or their enforcement arising under a collective agreement.

UNION MEMBERSHIP AND DISCIPLINE

30. No union shall refuse membership to an applicant and no member of a union shall be suspended, expelled, fined, or in any manner prejudiced or discriminated

against by the union or any officer thereof on any ground other than just cause. Without affecting the generality thereof, just cause shall not extend to the giving of evidence in any hearing or proceeding before any board, commissioner, court or other tribunal or person whatsoever, authorized by law to take evidence in the course thereof or for exercising any right under this Act. A violation of this provision shall, on Summary Conviction, render the union and any agent or officer instrumental in bringing about the violation liable to a fine. In addition, an action by the applicant or member shall lie against the union and such agent or officer for the recovery of damages resulting therefrom; or the Tribunal may order his admission or reinstatement as a member or declare that the lack of membership status shall not affect the employment of such person notwithstanding any provision in a collective agreement for a closed or union shop.

UNION NON-DISCRIMINATION UNDER CLOSED SHOP

31. (a) No craft union or union, acting under a collective agreement providing for a closed shop, shall unjustly discriminate between members in the fees payable or in the working classification of members; nor shall any workman satisfying the reasonable tests of competency and residing in the area for which the union is the bargaining agent for its members, be unjustly refused membership therein upon application therefor, nor shall a member of another local unit of the same union, who is, or has become a resident of the area aforesaid be unjustly refused membership upon application therefor. Any violation of these provisions shall, for each offence, on Summary Conviction, render the union and the agent participating therein, liable to a fine. In addition, an action by the applicant or member shall lie against the union and such agent or officer for the recovery of damages resulting therefrom; or the Tribunal may order his admission or declare that the lack of membership

status shall not affect the employment of such person notwithstanding any provision in a collective agreement for a closed or union shop.

(b) Abnormal conditions of employment may justify a refusal to admit a craftsman to a craft union or the reasonable preference of senior members in assignments of work, both cases to be subject to any order of the Tribunal. If that ground is claimed for such a refusal the question of its sufficiency may be brought before the Tribunal whose decision shall be final.

UNJUST PREFERENCE UNDER CLOSED SHOP

32. Subject to 31 (b), a union, acting under a collective agreement providing for a closed shop, or a craft union assigning skilled workers to employers in any type of work shall not in any manner unjustly discriminate against or unjustly prefer, in the allocation of labour, any such employer or any member or members of the union, but shall at all times maintain a just and fair distribution of work among all members of the union. Any violation of this duty by the union or by an agent shall be an offence and upon Summary Conviction the union and the agent each shall, for each offence, be liable to a fine. The onus of showing that there was no unjust discrimination or preference shall lie upon both the union and agent so charged.

In addition, the union and the agent participating in the illegal act shall each be liable to a civil action for damages at the suit of the employer or member discriminated against.

UNION RECORDS TO BE KEPT

33. Any union to which article 32 applies shall keep detailed records of all assignments of members to employers showing such information as the dates of requests for workmen, place of work, wages agreed upon, and the dates and period of each member's employment at each such place of work. Work lists of members in the

order of their allocations shall also be kept which shall be the primary basis of equitable distribution of employment to the members. All such books, records or other documents shall be under the control of an agent or officer of the union, and at all times open to examination by an inspector of the Tribunal or other person authorized to make the examination. For any unnecessary delay or refusal to produce such documents as are called for, without a valid excuse therefor, the union and the agent or officer shall be liable, on Summary Conviction, to a fine as herein provided. The Tribunal may, in such cases, make such order or orders for production as the circumstances call for, failure to comply with which shall constitute an offence hereunder.

PROCEEDINGS BY MEMBERS AGAINST A UNION

34. No provision of any constitution, bylaw or terms and conditions of membership of a union, shall be a bar to any action or other proceeding brought by a member against the union in respect of the denial or violation of any right as a member thereof, including the illegal suspension or expulsion therefrom; nor to any cause of action arising under the general law including this Act; nor to the assertion of any administrative rights before the Tribunal arising out of this Act or any order made by the Tribunal; *provided* that no such action or proceeding shall be brought before the provisions of the constitution or bylaws of the union governing the determination of the matter raised against such member have been observed by the member or are found, by the court or the Tribunal, to be unreasonable or not to have been observed fairly and in good faith by the union.

COERCED REVISION OF COLLECTIVE AGREEMENT

35. In any case in which any term of a collective agreement is, by threats, coercion, intimidation express or implied, or any other unlawful means whatsoever, sought to be

altered by an employer or a union, the effect of which has been to cause the union employees or employer to submit thereto, entailing loss, the employer, union or any representative of either participating therein, shall be liable to an action for double the loss or damage suffered. In addition, such act or conduct shall be a violation of this Act.

PENALTIES FOR VIOLATION OF PROVISIONS OF ACT OR ORDER OF TRIBUNAL

36. Every person, employer or union violating, threatening, inciting or participating in any violation of this Act or of an order of the Tribunal, may, in addition to any other liability or penalty incurred, be restrained by order of the Tribunal from committing or attempting or continuing to commit or participating in such violation; or may be ordered to observe and carry out any duty arising from this Act or the said order. In default of compliance with any such order the Tribunal may impose a fine with or without imprisonment; but imprisonment shall not apply to any case in which the violation is a refusal to work.

PENALTIES: GENERAL PROVISIONS

37. (a) In general, specific penalties have not been included in the recommendations. This is a matter arising in implementation rather than recommendation. It is suggested, however, that penalties should be substantial and should correspond with the character and gravity of the breach or offence. For continuing offences, penalties should be on a per diem basis, that is, each day counting an offence, for the employer, union, officers of both, and individuals; and they may properly range as high as One Hundred Dollars ($100.00) for individuals; Five Hundred Dollars ($500.00) for officers; and Two Thousand Five Hundred Dollars ($2,500.00) for employers or unions. Apart from criminal offences dealt with by the Criminal Code, in extreme cases of open and aggressive defiance, provision for imprisonment should be made.

(b) In addition to liability incurred through the action of an agent of the union, liability will also attach if the union has not used all reasonable efforts to prevent the violation by a member or members of a union, or has not repudiated it or has not taken all reasonable steps towards bringing the violation to an end, including disciplinary action against the violators, the onus of establishing which will lie on the union.

CIVIL LIABILITY FOR VIOLATION OF ACT, ORDERS OR INJUNCTIONS

38. For violation of any provision of this Act, or of any rights or privileges declared thereby, or of an order or injunction of the Tribunal, a union, an employer or any other person, in addition to any penalty provided by this Act, shall be liable in tort for any damage resulting therefrom; and in an action against a union, on the basis declared in clause (b) of article 37 the onus of establishing its freedom from any participation and its endeavour to prevent or to bring the violation to an end as in the previous article set forth, will be on the union.

(As previously intimated, it is the view of the Commission that matters of civil rights arising out of industrial disputes should preferably be dealt with, at least initially, by the Tribunal. As, at present, constitutional questions are involved, it is respectfully suggested that, in any consideration of constitutional revision, judicial jurisdiction over such issues should be included in the agenda.)

UNLAWFUL STRIKES AND UNION LIABILITY

39. In the event of a strike by any number of employees in violation of a collective agreement, the union shall be liable as for a breach of such agreement unless it establishes to the satisfaction of the Board of Arbitration under the collective agreement that the strike was unauthorized and was by it denounced; and that all reasonable measures open to the union to prevent the strike or

end it, including disciplinary action against the violators, had been taken; but the foregoing shall not affect the liability of an employee under the collective agreement.

UNLAWFUL LOCKOUT OR STRIKE AND PENALTIES

40. An unlawful lockout or strike, other than a violation of a collective agreement, shall on Summary Conviction, render the company or union, and any agent or employee of the unit participating therein, liable to a fine. An offence is committed on each day or work period such a lockout or strike takes place or continues. Any number of continuing violations may be included in one complaint. In addition, the company or the union or any person taking part in such a lockout or strike in any manner guilty of such violation, shall be liable to an action in tort for any damage resulting therefrom. In an action brought against a union, the onus will rest upon it of establishing its freedom from any participation and its endeavour to prevent or to bring the strike to an end.

VIOLATION OF AWARD CREATING A COLLECTIVE AGREEMENT

41. Any failure or refusal on the part of an employer, union or any member of a striking unit, to proceed to or with the operation of an industry or business under the terms of a collective agreement created by an award shall constitute an unlawful lockout or strike for which, on Summary Conviction, the penalty shall be as in the preceding article provided. In addition, a participant therein shall be liable in tort for any damages resulting therefrom.

ENFORCEMENT OF ORDERS ETC. BY SUPREME COURT

42. Subject to the provisions of the Act, where proceedings in the Supreme Court are necessary for the enforcement of orders, directions, awards or decisions, made by the

Tribunal, other than awards on matters arising out of a collective agreement, however established, s.73 of the Labour Relations Act shall apply.

ARBITRATION BY TRIBUNAL

43. The parties to a collective agreement may jointly at any time, by leave of the Tribunal, refer any substantial question or matter arising out of or in respect of such agreement to the arbitration of the Tribunal, whose decision or award shall be final and binding.

GRIEVANCE ARBITRATION BY EMPLOYEE

44. Where a union as bargaining agent for a unit of employees refuses to proceed, under the provisions of collective agreement, with the arbitration of a grievance submitted by an employee, the latter, upon satisfying a Commissioner that the grievance is one that reasonably should be submitted to arbitration, may, with leave of the Commissioner, do so.

TERMINATION OF SERVICES

45. (a) Subject to the age of retirement, no employee within the provisions of the Labour Relations Act and of indefinite engagement who has been an employee of an employer for seven (7) continuing employment years or more, including seasonal or other periodic closing down of operations or other cessations made for the purposes of the employer and time lost in lawful strikes and lockouts, shall be dismissed or have his employment terminated without just cause; and any purported dismissal or termination may on application of the employee be the subject of arbitration before the Tribunal whose decision thereon shall be final. The Tribunal, so acting, may order re-instatement with or without damage or damages alone. The matter shall be brought before the Tribunal by the employee within ten (10) days from the purported

dismissal or termination. When resort is had to arbitration, no right of action shall lie under the general law.

(b) Where such an employee's service has been less than seven (7) but more than three (3) years, his employment may be terminated by a notice of not less than three (3) months; where less than three (3) years but more than one (1) year, the notice shall be not less than one (1) month.

CONTRACT TERMS IN ABSENCE OF COLLECTIVE AGREEMENT

46. Subject to the provisions of this Act, and unless otherwise agreed, notwithstanding the termination of a collective agreement, and from and after the period mentioned in s. 59 of the Labour Relations Act, the terms and conditions of employment respecting pension, medical insurance and other like fringe benefits for all strikers retaining their employee status under s. 1(2) of the Labour Relations Act, shall continue until a new collective agreement is entered into or is declared by an award, or an order modifying such terms is made by the Tribunal on the application of the employer and the union. The union shall have the right to provide for the payment of any fees or charges during such period.

CERTIFICATION OF UNION WHERE ACCESS TO EMPLOYEES IS DIFFICULT

47. In the case of employees, who, through the nature of the industry in which they are employed, such as lumbering or pulp wood production and other analagous work in remote and scattered areas, access to which is generally denied to representatives of a union, consideration should be given to an amendment of s. 7(2) of the Labour Relations Act by substituting thirty (30) per cent for forty-five (45) per cent as the minimum required of the members of a bargaining unit for a representation vote. In all such cases a vote should be taken by the Labour Board by means of the postal service, which shall be decided by a majority of those voting. The Labour

Board should determine whether in any case the specific industry or business is within the terms of this section. Liberty of access in the form suggested on page 61, a fair and reasonable privilege, should be provided by the Act.

(The foregoing recommendation appears to be appropriate to every application for certification provided the administrative work called for is not greater than the benefit produced justifies. Certainly it would more accurately and conclusively determine the wishes of the employees as well as going far to preclude any real coercion on or embarrassment to those voting.)

PRACTICE AND PROCEDURE OF TRIBUNAL

48. (a) **General**

The rules of Practice and Procedure before the Tribunal shall be drawn up by the Tribunal and approved by the Lieutenant Governor in Council. Sections 21 and 75 of the Labour Relations Act providing for the secrecy of confidential information given by any party in a matter or dispute before or being examined by the Tribunal, or in respect of any confidential communication with either party concerning a matter, dispute or grievance, shall apply to members of the Tribunal, to Commissioners, to all officers and members of the staff of the Tribunal and to all persons engaged temporarily by the Tribunal.

(b) **Rules of Evidence**

The Tribunal shall not be bound by the rules of evidence under the general law; and the proceedings should be conducted with as much informality as is consistent with maintaining the essential dignity of a tribunal of justice according to the accepted traditions of judicial action.

(c) **Hearings**

All hearings or enquiries by the Tribunal shall be open to the public, or in special circumstances, in the discre-

tion of the Tribunal, closed. The Tribunal may employ such temporary accountants, statisticians and other persons as may be considered desirable in any matter before it. All accounts, records or other documents of any nature or kind of any employer or union shall be open to the Tribunal and its officers. In all cases, whether any document on any ground of public policy is to be treated as containing confidential matter shall be determined by the Tribunal whose decision shall be subject to appeal to the Court of Appeal.

(d) **Representation**

Any person may represent himself, or an employer, a union or an employee before the Tribunal or a Commissioner in any hearing of a dispute or other matter brought before it, or him; the number of such representatives entitled to be heard shall be in the discretion of the Tribunal, Commissioner or Commissioners.

(e) **Amendment of Orders or Awards**

Orders, awards and decisions rendered by the Tribunal may at any time on application of any party thereto be modified or amended with the consent of the parties or without consent in any case in which the formal entry of the order as entered is deemed by the Tribunal not to have expressed the true intention of the Tribunal, or in which the Tribunal deems it would be unjust not to make such amendment or alteration. Interlocutory or provisional orders and orders of suspension or modification of any provisions hereof may be amended, terminated or renewed in any form, at any time, by the Tribunal.

COSTS FOR UNWARRANTED GRIEVANCES BEFORE COMMISSIONERS

49. Any Commissioner or Commissioners, acting as a single arbitrator, arbitration board, or as the chairman of a board, on a grievance under a collective agreement may,

in any case, in the opinion of such arbitrator or chairman of a board, lacking substantial merit, either in the claim or the answer, impose on the party so at fault a fee of Seventy-five Dollars ($75.00) a day or fraction thereof taken up by the hearing, for each Commissioner sitting, which shall be payable to the province. An order for the payment thereof by the Tribunal when registered in a County Court or the High Court of Justice shall constitute a judgment thereof.

STATISTICS AND MISCELLANEOUS PROVISIONS

50. (a) Statistics and data relevant thereto on labour and management relations and the general economy, prepared or acquired by or for the Tribunal or any department of the provincial government, so far as reasonably feasible, shall be made available to any employer, union or employee.

(b) A copy of every collective agreement shall be filed with the Tribunal immediately upon its coming into effect.

INTERPRETATION

51. The Labour Relations Act and this Act shall be read together. Should the Tribunal find any conflict this Act shall prevail.

CONSTITUTION OF THE INDUSTRIAL TRIBUNAL

52. (a) There shall be an Industrial Tribunal, (hereinafter called the Tribunal), consisting of a President and two Deputy Presidents, to be appointed by the Lieutenant Governor in Council.

(b) The President and Deputy Presidents shall possess the qualifications of a member of the Supreme Court of Ontario. In the absence of the President, the Senior

Deputy President shall preside over the proceedings of the Tribunal.

(c) The Tribunal shall have a secretariat consisting of a clerk, registrar and such other permanent or temporary staff as may be necessary, including economic advisers, statisticians, labour relations advisers and accountants.

(d) Associated with the Tribunal and subject to its general direction, will be a corps of eight Commissioners, to be appointed by the Lieutenant Governor in Council, one of whom shall be denominated Chief Commissioner.

(e) There shall be a counsel to the Tribunal.

(f) The members of the Tribunal shall be of the highest qualifications. For their selection, panels of recommended persons submitted by both employers and labour shall be accorded most careful consideration; but the Lieutenant Governor in Council shall not be bound by them.

Tenure of Office:

The first President, if at the time of appointment a judge appointed by the Governor General in Council, until the age of seventy-five (75) years, subsequent Presidents, until the age of seventy (70) years; the Deputy Presidents until the age of seventy (70) years. The President and Deputies shall be removable for cause upon a vote of the Legislature on the recommendation of the Lieutenant Governor in Council.

Employees of the Tribunal shall be civil servants and subject to the established regulations thereof.

For the selection of the Commissioners, panels submitted by representative organizations of employers and employees shall be accorded the most careful consideration; but in their appointment, the Lieutenant Governor in Council shall not be bound by them. The tenure of Commissioners shall be subject to a probationary period of three (3) years and, unless then terminated, until the age of sixty-five (65) years. Any Commissioner shall be

removable for cause by a vote of the Legislature on the recommendation of the Lieutenant Governor in Council.

In general, they should be of outstanding abilities with education and training in political science, economics, sociology, psychology, labour relations, philosophy and history, and preferably with experience in the field of labour relations law.

Upon retirement, a member of the Tribunal or a Commissioner may, from time to time, in circumstances in which the Lieutenant Governor in Council deems it in the interest of the public to do so, be recalled for such time or special services as may in the order-in-council be stated, and on such terms as may be agreed upon; but no such temporary appointment shall extend beyond the age of seventy-five (75) years in the case of a member of the Tribunal or the age of seventy (70) years in the case of a Commissioner.

Salaries:

The President:	That of a Chief Justice of the Supreme Court inclusive of any statutory allowance paid by the province;
Deputy Presidents:	That of a puisne judge of the Supreme Court including any statutory allowance paid by the province;
Commissioners:	That of a judge of a County Court including any statutory allowance paid by the province.

Pensions:

The President:	The same conditions and percentages of salary as a Chief Justice of the Supreme Court;
Deputy Presidents:	The same conditions and percentages of salary as a Justice of the Supreme Court;

but any pension received by a President or Deputy President by reason of his having been a judge of the Supreme or County Court of the Province shall be deducted from the pension allowable under this Act.

Commissioners:	The same basis, conditions and percentages of salary as a judge of a County Court.

Jurisdiction:

The Tribunal shall have authority:

1. On the request of the Minister to inquire into the facts of any matter of management, labour or labour relations and to report thereon, with or without recommendations as may be requested; on its own initiative to investigate any such matter; on such request or the request of one of the parties, in its discretion, to intervene in any labour-management conflict of importance, actual or threatened, and to endeavour to bring the parties to a settlement thereof.

   On the request of the Lieutenant Governor in Council, made in respect of a labour dispute arising in an essential industry, business or service, and subject to any terms or conditions therein stated, to make an award which shall be a collective agreement between the parties to the dispute for the period therein stated.

   At the request of the Lieutenant Governor in Council to examine into the facts of a labour dispute or any question of labour relations and report thereon with its recommendations, or opinion, or submit the terms and conditions as of an arbitration award which it would have made had the dispute or question been raised by parties properly before it.

   On the request of the Minister, to inquire into the wages, hours of work, holidays and benefits of every description in any industry, business or service, in any or all sections of the province; together

with the details of the cost of living for the classes of workers and their families related thereto.

2. (a) By special leave of a member of the Tribunal, to make an award as a board of arbitration at the request of the parties to labour disputes other than one arising expressly out of a collective agreement; or on the request of one of such parties when authorized by this Act; provided that one member of the Tribunal when so requested, acting as a single arbitrator, may make such an award.

   (b) By special leave of the Tribunal, on the application of the parties thereto, to make an award as a board of arbitration on a labour dispute arising out of a collective agreement or arising in the course of negotiations, or to constitute a collective agreement.

3. To make orders of ad hoc suspensions or modifications of provisions of this Act as may be authorized; in respect of labour disputes or violations of the provisions of this Act, to make orders to cease, desist or of compliance, and orders of injunction, arising out of any dispute, violation, action or matter of an administrative character as authorized by the Act and to enforce such orders by fine or imprisonment. Violation of an injunction against an unlawful strike or its continuance by a union or employees shall be punishable by fine only.

4. To make declarations of strike termination as herein authorized; to decide any question or complaint or make any order in relation to an administrative matter arising under the provisions of this Act not otherwise provided for.

5. In its discretion, to decide or deal with any other matter or question arising out of labour relations or disputes, as and when requested by the parties thereto, or to act in any manner as and when authorized by statute.

6. At any time and for any purpose relating to any aspect of a labour dispute or matter, whether or

not formally before it, to ascertain and, if deemed advisable, to publish the average annual periods of employment, scales, rates and total yearly wages and salaries and other economic benefits received by officers and employees in terms of the class, type or character of service or work in any industry or business. The information shall include average bonuses, unemployment insurance, pensions, holidays, hours or days worked, overtime, time allowances, participation in profits and any other economic or social benefits available to officers or employees. The Tribunal may require the production of any books of accounts, financial statements, inventory or other records whatsoever considered by the Tribunal to be relevant to any matter before it or being so inquired into.

7. In any inquiry to exercise all powers with which a Commissioner under the Public Inquiries Act may be vested respecting the summoning of witnesses, their examination and cross-examination under oath, the production of documents and things deemed relevant to any inquiry.

8. To exercise a general supervision of the workings of this Act; to keep in touch with developments in labour relations; to promote by recommendation the organization and the federation of trade unions and of employer's organizations; to make reports and recommendations, where considered advisable or requested, in respect of any matter of union-management concern, to the Lieutenant Governor in Council; to encourage and suggest procedures for consultation and conferences between management and labour with a view to promoting industrial peace, co-operation and beneficial progress, and to heighten their concern for the broader interests of the province in its economic and social aspects.

9. The Tribunal shall sit with a quorum of three (3) or five (5) members.

In any case of the making of an award by the Tribunal which is to constitute a collective agreement or a term or terms of a collective agreement, or in any proceeding, with the consent of the parties thereto, a quorum of three (3) may include two (2) Commissioners and of five (5), three (3) Commissioners; as so constituted the body shall for such purposes, be deemed conclusively to be the Tribunal as declared by the Act; but in all such cases a member of the Tribunal shall preside.

10. Except as herein expressly provided, no decision, order, direction, award or ruling of the Tribunal shall be questioned or reviewed in any provincial court, and no order shall be made or process entered, or proceeding taken in any such court, whether by way of injunction, declaratory judgment, *certiorari*, *mandamus*, prohibition, *quo warranto* or otherwise, to question, review, prohibit, or restrain the Tribunal or any of its proceedings except on the ground of want of jurisdiction.

11. The Tribunal may at any time during a strike or lockout require of the employer a full statement of the annual wages paid, the hours worked, and the type or class of work engaged in by the members of the unit on strike during the previous calendar year. These data shall at the request of the employer or the union be kept confidential; but nothing herein shall prevent either the employer or the union from making public any part of such data, as ascertained from sources of its own.

12. A member of the Tribunal or a Commissioner shall not, during his tenure of office, accept or engage in any other work or employment, but shall confine himself exclusively to the duties of his office.

The Commissioners:

1. Subject to the provisions of this Act, a Commissioner or two Commissioners, but not more, may, when called upon by the President or, in his absence, by a

Deputy President, to sit on any matter or hearing as an ad hoc member or members of the Tribunal, but so that in every such case there shall be at least two (2) members of the Tribunal sitting; but no Commissioner shall sit on any matter in respect of which he has officially acted.

2. A Commissioner may sit as chairman of an arbitration board under a collective agreement when so named therein or when selected by the parties thereto or appointed by the Minister of Labour under the Labour Relations Act.

3. A Commissioner or Commissioners may sit as sole arbitrator or as an arbitration board to the number of three (3), if and as requested by the parties to a labour question or dispute, whether or not within the terms of a collective agreement, the award of which shall be binding on the parties thereto.

4. A Commissioner with the consent of the parties may investigate with a view to settlement or other purpose any complaint or grievance as soon as it arises upon notification thereof.

5. A Commissioner may, when requested, sit as an assessor in any hearing before the Tribunal.

6. A Commissioner shall make any investigation or inquiry into any labour question, dispute or feature thereof, or any matter of labour relations concern, as may be requested by the Tribunal, or, with the approval of the Tribunal, by an employer or a union.

7. A Commissioner may be appointed mediator under s.14 of the Labour Relations Act.

8. A Commissioner may be appointed by the Tribunal an ad hoc inspector of books, records, or other documents whatsoever for any purpose within the provisions of this Act.

Distribution of Jurisdiction:

The areas of jurisdiction of the Tribunal and the Commissioners as set out are not intended to be recommended as specific and fixed. The distribution of subject-matter between them is, in large degree, intended to be left open. For instance, the specification of the number of pickets and the conditions of picketing might properly be committed to a Commissioner sitting singly or with an associate; whereas a suspension or modification of statutory provisions should be vested permanently in the Tribunal. Allocations of the more important items could be made by statute leaving the remainder to be dealt with by ad hoc delegations by the Tribunal to a Commissioner or Commissioners as particular matters might be presented; or as prescribed generally by an order of the Tribunal.

DIRECTOR OF ENFORCEMENT

53. There shall be a public officer to be called the Director of Enforcement, appointed by the Lieutenant Governor in Council, by whom all proceedings for violation of any provision of this Act or any order of the Tribunal shall be directed. For his selection, panels submitted by representative organizations of employers and employees shall be accorded most careful consideration, but the Lieutenant Governor in Council shall not be bound by them. His appointment shall be for fifteen (15) years; he shall be eligible for re-appointment for any period up to the age of seventy (70) years. He shall have had at least ten (10) years practice at the Bar of Ontario and some experience in labour relations; his decision to prosecute or abstain shall be final; he may consult with representatives of management or labour as he may consider desirable; he shall be accountable only to the Legislature; he may call upon the Labour Relations Board or the Tribunal or any officer of either of them for any or all papers or documents which are relevant to any inquiry being made by him looking to a prosecution or abstention

therefrom, and shall be given such reasonable assistance in respect of any matter under consideration as may be requested by him of the Labour Relations Board or the Tribunal. He shall make inquiry into such other matters germane to his primary function as the Tribunal or any member thereof may request of him. He shall be paid a salary of a Supreme Court judge; and shall, on the recommendation of the Lieutenant Governor in Council, be removable by the Legislature for cause. He shall be entitled to pension on the same basis as such a judge.

PUBLIC EMPLOYMENT

54. Permanence of economic security in private enterprise is today being sought by workers as never before; annual incomes, pensions, insurance, and other benefits demonstrate the life outlook that has supplanted the day-to-day concern. This desideratum in employment is most fully satisfied in the public sector notwithstanding minor uncertainties; and in general there is no reason why that permanency should be excluded as a consideration to be taken into account in public collective bargaining. Public services are constantly being expanded; the steady increase in population with its inevitable social accompaniments makes that unavoidable; and these interests will continue as long as our present structure of society is maintained.

The phenomenon in public service that is becoming clearer each day is the commitment of vital public functions to a rapidly increasing number of small minorities and the equally rapid expansion of community dependence on their faithful performance. When individuals or groups voluntarily undertake these responsibilities they enter a field of virtual monopoly; the community cannot secure itself against rejection of those responsibilities by maintaining a standby force which itself would be open to a similar freedom of action. Our society is built within a structure of interwoven trust, credit and obligation; good faith and reliability are essential to its mode of

living; and when these obligations are repudiated confusion may be the harbinger of social disintegration.

Claims of the class under consideration, in the context of our democracy, although of importance to the individual, have an impact on the public interest out of all proportion to that importance; and their consequences to increasingly larger segments of the community soon become intolerable. It is the community that recognizes the social necessity of reconciling total interests, including that of the individual, and it is that recognition which is distorted at times by arrogant individual or group dictation. Ultimately it is going to be the community through its supreme authority, the legislature, which will determine the limits; but we can't have a special legislative assembly whenever such a dispute arises.

Generally speaking, in Ontario it can be said that, in public employment, arbitration has so far proved reasonably satisfactory, and that, in certain cases, the fact that it is compulsory, does not detract from the quality of its results. One advantage in the public over the private field lies in the fact that the latter furnishes criteria which assist arbitration, by analogy, to effect a broad uniformity. This does not mean that uniformity is always and necessarily justifiable; but a relative consistency renders it substantially unobjectionable. A strike for better terms than such criteria relatively set would be a challenge to government which, as a last resort, calls for acceptance and the exercise of the power of government in resistance to it.

In public employment strikes, as, for example, school teaching, the object is directly to coerce concessions from the public through taxation by the deliberate throwing into disorder of an essential public function; denying to children the training that is vital to the cultural standards of our civilization. That school teachers should be remunerated suitably to their function is not questioned; but that any such group should be permitted, by such means, to compel the public to submit to arbitrary demands is repugnant to democratic government.

In the United States where the widest freedoms are the constitutional foundations of its polity, there has never, so far as searches have revealed, been a recognition of the right to strike in governmental services. Under federal law a person who engages in that conduct is guilty of a felony and is liable to a fine of One Thousand Dollars ($1,000.00) or to imprisonment for a year or both. As a result of the strike of teachers in New York last year, the President of the Teachers' Association was sent to gaol and the Association was fined $150,000.00.

In this province, through taxation, over one and three quarters billion dollars a year is being spent on education to sustain and improve social conditions generally; the primary and secondary grades of teaching have been committed to a group constituting an insignificant minority, numerically, of its population, but a group occupying *de facto* a monopoly position over that vital function. The basic freedom of teachers, as of all workers, is to withdraw from the particular service if the terms are unacceptable; but the substance of a strike in any employment is the insistence on retention of membership in it and at the same time the demand that terms be met. Their qualifications have been achieved largely through training provided by the public; and that they should refuse to accept the verdict of an impartial and competent body of arbitrators is difficult to reconcile with responsibility; the example it sets to the whole community of children does not tend to the advancement of that respect in which teachers must be held by their pupils if instruction is to be effective. It is conceivable that a fair request may be rejected; but the avenues open for appeal are too many and the ultimate acceptance too certain, to justify the disruption of such a social necessity by such means. And the same may be said of all similar community functions.

A strike in the public service is directed against the public, and it is obviously open to the action of that public to withhold its benefits from or its protection of the violator. This could extend to a resort of centuries

ago, outlawing, by which a person was divested of civil rights. But to a civilized community that is fundamentally impossible, and we are forced to seek other means of minimizing economic and social inconvenience and disruption through an abdication of duty.

The public contribution to pensions, unemployment insurance, health and welfare services, education and other reliefs and assistances is too great today to justify serious charges of the betrayal of any group. There is no justification in the field of public employment for a refusal of settlement of disputes in a manner similar to the innumerable conflicts, many of them of far greater individual concern than the economic claims of public employees, which are being decided every day in our courts and other tribunals.

The recommended Tribunal with its Commissioners will furnish a competency for judgment in this field as intelligent, objective and enlightened as the human quality of the province can supply. There will always be objectors, rejectors, the "militants," those who, like critics, can be said to be "ready-made". The appeal must be to those who see the life of a community in its totality, in the spectrum of humanity which it exhibits, and in the massive problems in moderating the excesses of individual self-assertion which it presents.

Arbitration for some years has been the means of reaching accord with members of the police and fire departments. Prior to that time their wages were fixed by the public authority which engaged them. These men in that acceptance set an example for other groups in the community. What would the teaching profession think of a strike which left their personal safety to their own protection or their property to uncontrolled conflagration? In each case it would arouse their deepest denunciation. Is teaching so far a low-grade function, severed so completely from any sense of obligation, that it can be used in the adversary style to bring the public to its knees? A day's stoppage, or even a week's, would not bring disaster; but teaching is a discipline and an

auxiliary to government; and the irruption of such a strike on the settled patterns of daily activities and relations wreaks its consequences on the entire community.

The recent strike in garbage collection is another arresting illustration of the possible effect on public interest by the action of a minority. There is no intention here of passing judgment on the issues involved; but the danger to the health of the city, to say nothing of the disgusting conditions to which such a strike leads, calls for the most serious search for remedies.

On this question a further comment, drawn from the experience of our southern neighbour, should be made. President Franklin D. Roosevelt in 1937 stated the case of public employees as follows:

> "A strike of public employees manifests nothing less than an attempt to prevent or obstruct the operation of government until their demands are satisfied. Such action looking toward the paralysis of government by those who have sworn to support it is unthinkable and intolerable."

This from a president deeply sensitive and sympathetic towards the interests of labour; and the plea of Mr. Meany for arbitration for government employees, mentioned on page 45 of this report, should give pause to groups in this country who cavalierly reject any such limitation on individual or collective action. What is lacking in their outlook is an adequate appreciation of the structure of their society; the powerful forces that operate in its functioning; and the problems arising from its tensions.

Although the public may be the victim of a virtual strangling of its social and economic life, it is given little or no precise or adequate information on the facts of the issues. Statements, for example, of existing wages or salaries, fringe benefits, the claims made, the views of the public authorities and their recommendations, in a form to draw attention to them, are seldom if ever published in the daily press. It is the public ultimately that foots the bills for all these interrupted services; and when it

is immediately and directly affected by strike action, it is entitled to be informed on what the disruption is all about.

Being so informed, the community can go far toward reaching a view on the merits of the conflict and willingly adjust itself to appropriate conduct. The warrant for a public demand for enlightenment on what is its own quarrel is incontestable.

Since government today is restrained by structural principles of personal inviolability, the ultimate recourse against those who violate the obligations placed upon them by this Act must be against property, or in the reduction of civil rights or benefits, or in the promotion of automation. The dependence of the public upon these minorities must at all costs, be minimized, for the means of which greater resourcefulness must be shown. In the meantime, and after every reasonable effort to avoid strike, public employees must expect to have their repudiation of responsibility met by effective penalties.

AUTOMATION

55. That in the course of the next few years invention and technology will make possible significant advances in automation and other more efficient modes and methods of carrying on industry, business, and services is inevitable; and that this in most cases will necessitate readjustments in labour relations is equally so. Refinement and reorganization in operating processes, improving quality and reducing costs, are social desirabilities which produce, however, not only benefit to the industry or business and the public, but in most cases detriment to labour, individually and collectively.

That, in the private area, the decision on a new course of action or an improvement *prima facie* lies with management, seems to be clear, but special situations should call at least for joint discussions — the gain should be adequate to the damages caused. In arriving at a decision, that workmen themselves or through

knowledgeable representatives who are in immediate contact with the productive or servicing function should not be consulted in their own interest as well as in the economic validity of what is proposed, would appear to be a short-sighted and objectionable policy. These features and considerations depend upon the circumstances of each case. Arbitrary action should be ruled out.

The first subject of inquiry must, it would seem, be the utility and value of what is proposed; and against the value must be put the loss or damage entailed. The conception of unrestricted discretion in management regardless of consequences is incompatible with industrial attitudes of today; its economic or other impact on employees is sufficient to that requirement. The present organization and outlook of western countries, and the deeper involvement of the workers in the whole of society's legitimate activities, does not admit of any such absolutist preemption; the two groups, for operational purposes, have become social partners. The damaging consequences from improvements in efficiency must, therefore, in some form and to some degree depending on the circumstances, include those to labour. The problem is the determination of those consequences and the extent and mode of realizing their charge upon or relief against the benefit.

The background to the consideration of this view has already been reviewed. Man must work within a structure rapidly becoming in respect of both capital and labour, more collectivist; the individual worker has virtually disappeared; he must now be an associate in group work. As these groups and collective capital control his economic life, he cannot be discarded willy-nilly as a consequence of action of management in an industry or business with which he has become identified. Industry and business today are carried on for the benefit of all three interests, employer, employee and public, a conception which does not admit the right of an employer, regardless of the circumstances, to send a senior employee

into the wilderness as a result or a means of gaining an operating benefit.

The possibilities of adjusting these consequences to particular cases are considerable; other work with the same employer, accelerated pension, severance compensation, training for new skills, other employment, governmental assistance; these indicate what practical action may be open. The age and service of the worker may be sufficient of themselves to avoid distress and other circumstances may point the way to other ameliorations. Government also must accept a share of responsibility for the dislocations and losses resulting. In an able and thorough examination of one case of improved efficiency in train-running by the Hon. Mr. Justice Freedman of Manitoba, the many aspects of this problem have been exposed and examined and there is no purpose in a further elaboration here. The acceptance of the principle that labour's involvement in industry and business has produced a personal and social interest in them the damage to which is part of the cost of producing an operating benefit, will clear the way to a reasonable solution in each case. The leadership in both management and labour has within its power, through enlightened conceptions, the ability to eliminate most of the irrational in labour controversies and thereby to advance the solidarity of Canadian society.

Within the principle suggested, certainly when there is a public service, in the broadest sense, involved, resort, at the request of the government, to the Tribunal should be accepted for the examination of proposed changes when they are of magnitude and will seriously affect both employees and public. Until, in that case, the proposal has been fully explored and the details of benefit and detriment fully ascertained, ultimate action should be stayed. In such an examination, the government should be represented. A statement in full of the facts as ascertained by the Tribunal, together with its opinion thereon, should be made public.

ESSENTIAL INDUSTRIES, BUSINESSES OR SERVICES

56. An essential industry, business or service, for the purposes of this report, is such, as owing to its public involvement and the effect upon it of a strike, may be declared so by order of the Lieutenant Governor in Council. Such declaration may be made before or after a strike has commenced and the time shall be dictated by the existing actual, developing or imminent degree of danger to the health, safety, convenience or vital interest of the public. Upon the Order-in-Council being made, every employee in the unit of employees affected, shall immediately return to and/or continue at his work and the following provisions should apply to the dispute:

    1. No employee shall thereafter commit any act in the nature of, constituting, or incidental to a strike within the definition of that word in the Labour Relations Act.

    2. The union or the employer may forthwith request an arbitration of the dispute by the Tribunal.

    3. The Tribunal shall thereupon notify the parties concerned, including the government, of the time and place of the hearing of the dispute and of any other matter which the Tribunal may consider pertinent thereto.

    4. The award shall be made with as little delay as possible. It shall be effective for at least one year thereafter or for such further period as the parties may agree upon. It may be made retroactive to the time of expiration of the preceding collective agreement, should there have been one, or to such other time, as, in its discretion, the Tribunal may decide. Upon the rendering of the award the Order-in-Council shall lapse.

    5. The award shall for all purposes constitute a collective agreement between the parties under the Labour Relations Act and, subject to the provisions hereof, shall be binding upon them as therein provided.

6. The parties may, without interruption of work or service, negotiate, and continue to negotiate with or without conciliation or mediation; and any agreed modification of the terms of the award shall be incorporated in the collective agreement.

7. Notwithstanding the foregoing provisions, the union and the employer may, instead of the submission to the Tribunal, elect for arbitration before a board selected by themselves, the award of which shall have the same effect as an award by the Tribunal; subject thereto, other provisions herein shall remain unaffected by such election.

8. Violation of any of the provisions of this part of this Act or of any order of the Tribunal issued thereunder, by an employer, a union, or any employee of the unit of employees affected, shall be an offence and, upon Summary Conviction, subject the employer or the union to a fine of not more than Two Thousand Five Hundred Dollars ($2,500.00); an officer or agent of the employer or union to a fine of not more than Five Hundred Dollars ($500.00); and an employee to a fine of not more than One Hundred Dollars ($100.00) for each day on which a violation takes place or continues.

9. The Tribunal, in its discretion, may permit the temporary cessation of such part of the work or service involved as it may specify or define in detail as not being considered essential to the maintenance of substantial service for the health, safety, convenience, or vital interest of the public. The Tribunal may from time to time make provision therein for limitation of time for the cessation of any specified or defined work or service in any area; and may, in its discretion at any time modify, expand or restrict wholly or in part, for any period of time, and in respect of any area, kind, type or class of work or employees, any order dealing with the subject-matter of this part, at any time.

10. The Tribunal may, by injunction, restrain the unlawful cessation of work or any continuing violation of the terms of the award or any order made in respect thereof or hereunder; but this shall not affect any liability arising under the award determinable by arbitration. For violation of an injunction against a cessation of or refusal to enter upon work, the penalty shall be by way of fine; but nothing herein contained shall affect an employee's withdrawal from any such employment, subject to any civil liability that may arise therefrom.

SUMMARY REMARKS

It will be seen from the foregoing that the question of labour relations is considered to be one of the most, if not the most, important internal issues facing western democracy. It presents the question of the fundamental reconciliation of the working population with its economic, social and political leadership. In this field of interest, the reconciliation must, as a minimum, be the result of persuasive judgment drawn from demonstrated realities.

For that attainment persons of high gifts, sound judgment and thorough training are essential; they must possess the imaginative self-awareness and the versatile intellect that are vital to pragmatic adjudication. We have not, as yet, produced an acceptable framework of ideas to replace the crudely developed bargaining, conciliation and strike ritual; and only by a concentration of first class abilities in action can we hope to evolve schemes of solution which will modify or eliminate the present disfiguring and wasteful procedures. With our present scale of values that task, at best, will be difficult; the resources of ingenuity in evasion of a regimen are legion. Profit-sharing would appear to meet legitimate claims, but as yet it has not presented attractiveness to purblind power. Arbitration is almost equally remote from acceptance, although senior labour leadership in the United States seems at least to be opening its mental eyes upon it. The resolution of this virtual deadlock calls for high intelligence and education; and those who are in mind to fill the offices recommended are such as possess such qualifications.

CONCLUSION

In conclusion the Commissioner desires to express his appreciation of the assistance provided for the execution of the Commission. The several departments of the provincial government concerned with the subject-matter of the inquiry were unstinting in furnishing information of relevant character and in giving advice whenever sought. Opportunity, too, was made available to inquire into the experience of other governments in dealing with labour relations. Discussions were carried on with labour departments of the Dominion and the provinces, with corresponding officials and academic consultants of and writers on labour regulation in Australia, both Commonwealth and states, New Zealand, Sweden, the United States, France and England; conferences were attended in Geneva and Los Angeles. In London there was a discussion with the chairman and several members of the Commission on a similar inquiry already mentioned. In all cases, representatives of employer and employees were also met. The generosity in time and exposition extended by these persons would be difficult to exaggerate and the Commission is greatly indebted to them.

These consultations made evident that the particular apparatus in labour matters exhibited were organic growths from local conditions of their societies; historical events and special factors, for example, have shaped the course of things in Australia and New Zealand. The Australian worker seeks security, receives it and has become well adjusted to the administrative organs which determine it; equally so is it in New Zealand; both countries are of a vigorous and enterprising people.

Sweden exhibits a homogenous society with a social configuration, the product of centuries of rugged experience, expressive of a high level of an intelligent, self-reliant and composed community.

In England individualism is facing foreign competition of more disciplined workers and the problem of modernizing its labour regulation as well as much of its industrial establishment appears as one of difficulty.

The United States is in a state of social distress which gives evidence of a thin veneer of respect for order and restraint and an indication of an unconscious influence of excessive power. Their theorists have gone far in trying to rationalize the structures of labour relations designed to reconcile the contradictions of private enterprise and absolutist property with high wages, efficient production, maintenance of prices, full employment, and the right to strike with its incidents without much interference. Their remarkable expertise in organization and management is undoubted, with inventive and technological advances approaching at times the fantastic. Nevertheless it is a society deeply but vaguely troubled and wrestling with problems that might daunt the boldest. At least they should cause us to hesitate before accepting in its entirety and as it affects labour relations, their basic ethos.

The conclusion drawn from the brief experience with these groups and acquaintance with their structural systems is that each has developed its own pattern which it would be out of the question to try to transplant bodily to another society. This is not to say that all their features are limited to the context exhibiting them; as previously mentioned, the Labour Relations Act has adopted modifications of many ideas from other countries, particularly the United States.

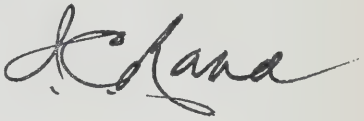
Ontario's structure, likewise, reflects the history of her general economic and social life and its improvement must lie in the direction of her people's fundamental outlook and attitude toward that life. It is not an easy task to foresee that direction; but the province's interest in education, art, social welfare and just relations between its people gathered from the statutes that record the voice of its people's representatives, removes any doubt of its enlightened character. The studies that have been and are continuing to be made of its laws, their workings, their reforms, exemplify a high and positive purpose on the part of government. It is in this perspective that the recommendations offered have been reached.

The Commissioner is happy to acknowledge the assistance to the Commission given by its Counsel, E. Marshall Pollock. Of his acquaintance with the regulation generally of labour relations in the countries mentioned, as well as in Canada

and its provinces, his insight into the factors affecting labour-management bargaining and the employment association, and his critical suggestions in discussions, the Commission in its task was the beneficiary.

For the opinions expressed and the recommendations made in the report, the Commissioner accepts exclusive responsibility.

Dated, at the City of Toronto, Ontario, the 1st day of August, 1968.



Commissioner.

PART THREE

APPENDIX A: WRITTEN AND/OR ORAL SUBMISSIONS

Organization or Individual	*Representative(s)*
S. D. Adams Welded Products Ltd.	S. D. Adams, President
Algoma Steel Corporation Ltd., The	D. A. Machum, Vice-President of Personnel Mr. O'Neill, Superintendent of Employee Relations Mr. Wismer, Superintendent of Construction Mr. Carroll, Assistant Secretary
Association of Municipal Police Governing Authorities	His Honour, Judge B. J. S. MacDonald, President Mr. Stewart
Automotive Transport Association of Ontario	T. J. Somerville J. Perkins Harold Place Gordon Mackan John Essery Russell McDiarmid John Nickele
Bakery Council of Canada, The	Roy Filion, Vice-President, Industrial Relations, General Bakeries Ltd. Robert Flavelle, Industrial Relations Counsellor, acting on behalf of Weston Bakeries Ltd. C. St. Pierre, Manager, Industrial Relations, Canada Bread Co. Ltd. J. Stevenson, Manager, Labour Relations, Christie's Bread P. K. Large, Managing Director, Bakery Council of Canada George S. P. Ferguson, Q.C., Legal Counsel B. Paulin, Legal Counsel

Organization or Individual	*Representative(s)*
F. A. Barley	
George H. Bevan, P.Eng.	
Board of Trade of Metropolitan Toronto, The	R. P. Riggin, Chairman, Labour Relations Committee R. E. Alden, Member, Labour Relations Committee F. G. Hamilton, Member, Labour Relations Committee N. M. Rogers, Q.C., Member, Labour Relations Committee T. G. O'Connor, Legal Secretary
Brockville and District Labour Council	Wm. F. Thompson, President Mansel Payne, Vice-President
Brotherhood of Locomotive Firemen and Enginemen of Canada	Mr. Gibbons, Vice-President, Sault Ste. Marie Local Mr. Claud, General Chairman J. Erb A. C. Diotte
Trevelyn M. Brown	
Building Service Employees' International Union	Albert G. Hearn, International Vice-President Mr. Hughes Mr. Harper Mr. Mitchell Mr. Borg Mr. Nicholls
Caland Ore Company of Canada Ltd.	Peter P. Ribotto, Vice-President E. W. Whitman Norman L. Mathews, Q.C., Counsel
Canadian Electrical Manufacturers Association	J. D. Campbell, President R. Noonan, Past President and Director T. Edmondson, Past President and Director

Organization or Individual	*Representative(s)*
	K. H. Rapsey, Vice-President and Director
	E. V. Rippingille, Jr., Director
	J. G. Little, Former Director
	J. W. Henley, Member
	R. G. Flood, Member
	R. L. Hart, Member
	F. R. Hume, Q.C., General Counsel
	J. W. Healy, Q.C., Special Counsel
Canadian Labour Congress	William Dodge, Executive Vice-President
	Donald MacDonald, Secretary-Treasurer
	Andrew Andras, Director, Department of Legislation
	Dennis Coupland, Assistant Director, Department of Legislation
	Frank Chafe, Asst. Director, Department of Legislation
Canadian Manufacturers Association	D. S. Keen, Manager, Ontario Division
	R. V. Hicks, Q.C., Counsel
	B. H. Stewart, Counsel
	J. H. Clawson
	J. W. Henley
	E. J. Gaunt
	L. F. Wills
	R. J. Woxman
Canadian Rock Salt Co. Ltd.	
Canadian Union of Public Employees	E. P. Huggett, President, Ontario Division
	B. Martin, Executive Secretary
	K. Cummings, General Vice-President and President, Local 1000, Hydro Workers
	P. O'Keefe, Representative
	R. Bradshaw, Member
	L. G. Blackburn, Secretary

Organization or Individual	*Representative(s)*
Central Ontario Industrial Relations Institute	J. C. Adams, Q.C., General Counsel
Christian Labour Association of Canada	
Christian Trade Unions of Canada	
J. Codd	
Communist Party, Ontario Committee of the	B. A. Magnuson, Ontario Leader H. Hunter, Member, Provincial Executive N. Brudy, Member, Provincial Executive
Council of Printing Industries, The	R. F. Wilson, Chairman R. C. Pearce, Vice-Chairman E. C. Caldwell, General Manager E. W. Ewert, Assistant to General Manager G. H. Love, Past Chairman E. H. Nicholson, Past Chairman S. Y. Cole, Past Chairman G. C. Clark, Governor W. Z. Estey, Q.C., Counsel
A. F. Crossman	
Peter Curtis	
Distillery Workers Union	W. LeBlanc John Wacheski
Dryden and District Labour Council	
Charles K. Eleveld	
Ralph Ellis	
Fort William-Port Arthur and District Labour Council	Norman E. Richard, General Secretary F. Mazur, Executive Officer

Organization or Individual	*Representative(s)*
Messrs. Isaac Fram and Wallace Fram	
Hamilton Building Trades Council	
Hamilton Construction Association, The	K. B. Paulin, Past President E. L. Stringer, Counsel
Hamilton District Council of Public Employees	R. Bradshaw, President D. McEntee, Staff Representative
Hamilton and District Labour Council, C.L.C.	F. Stewart Cooke, President Hugh Usher, Vice-President
Hydro-Electric Power Commission of Ontario, The	G. E. Gathercole, Chairman Dr. J. M. Hambley, General Manager C. B. C. Scott, Asst. General Manager—Personnel R. H. Hillery, Director of Operations W. H. Barnes, Director of Labour Relations J. V. Kelly, Labour Relations Officer
Imperial Oil Limited and Dow Chemical of Canada Limited	
International Chemical Workers, The, Local 346	Edward Cauchi Gunther Lenardt
International Typographical Union	Allan Histed, Representative Allan Heritage, Representative
International Union of Mine, Mill and Smelter Workers	K. Smith, President W. Hall, Legislative Counsel
Kitchener-Waterloo and District Labour Council	George Mitchell, President Donald Bott, Secretary
Eugene Kurz	
Lakehead Builders' Exchange	Hugh Craig, President W. A. Boyd, Chairman, Labour Relations

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London and District Labour Council, The	William Harrington, President Allison Campbell, Executive Member Albert Bernhardt, Committee Member
Walter H. Moore	
William Morrison and Alan Peers	
Motor Transport Industrial Relations Bureau of Ontario	J. A. Donaldson, Manager W. T. Mathers R. G. Teakle J. A. Taylor D. J. Leatherdale
Niagara Industrial Relations Institute and the St. Catharines and District Chamber of Commerce	Sharman K. Leary, Q.C.
Northern Ontario District Council of Lumber and Sawmill Workers Unions	A. Mior, President J. G. Pesheau, Secretary-Treasurer
Oil, Chemical and Atomic Workers International Union	N. S. Allison, International Representative
Gerald O'Neill	
Ontario Federation of Agriculture	
Ontario Federation of Construction Associations, The	Billie Field, President Ken L. Croft, Executive Director R. B. Carrigan, Chairman, Labour Relations Committee E. R. Fenton, Member, Labour Relations Committee John W. Tiefenback, London and District Association B. M. W. Paulin, Counsel

Organization or Individual	*Representative(s)*
Ontario Federation of Labour, C.L.C.	D. B. Archer, President J. R. W. Whitehouse, Vice-President H. Weisbach, Executive Secretary D. F. Hamilton, Secretary-Treasurer J. Eleen, Director of Research J. H. Craigs, Director of Welfare Services
Ontario Hotel and Motel Association	
Ontario Mining Association, The	C. P. Girdwood, President R. P. Riggin, Chairman, Labour Relations Committee Frank Buckle, Past President, Ontario Mining Association E. Perry, Mining Association Dick Mather, Falconbridge Nickel Mines N. Wadge, International Nickel Company Kenneth Ecoll, Steep Rock Iron Mines D. G. Schell, Algoma Mines Dan Murray, Algoma Ore Properties
Ontario Municipal Association, The	Mayor A. M. Campbell, Scarborough George Noble McDonald Dunbar C. E. Onley, Q.C.
Ontario Municipal Electric Association	Dr. J. D. Fleming, President Rich Philips John McBeth E. Nokes Elmo Curtis A. L. Furanna

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Oshawa and District Labour Council	
Peterborough Labour Council	Stanley Rouse
Provincial Building and Construction Trades Council	J. K. Martin, President H. Kobryn, Secretary-Treasurer S. Simpson, Counsel A. Main, General Manager, Toronto and District Trades Council
James Renwick, M.P.P.	
Retail Council of Canada, The	A. J. McKichan, General Manager M. N. MacIver
St. Thomas and District Labour Council	Earl McNames, Executive Member
Robert A. Sarginson (representing fourteen citizens of Peterborough)	
Sarnia Construction Association	E. P. Coslett, General Manager N. Bolton W. Rankin Ray Curran K. McCormack
Southern Ontario Ports Council	William Menard, President Angus Cameron, Vice-President J. F. Doucette, Recording Secretary A. S. Murray, Secretary-Treasurer Mr. Springer, Teamsters' Local 938
Sudbury and District Labour Council	E. Gilchrist, President G. Ingham, Secretary-Treasurer T. Soden, President, United Steelworkers, Local 6500

Organization or Individual	*Representative(s)*
	H. Sequin, Vice-President, United Steelworkers Local 6500
	D. Lebelle, Carpenters and Joiners
	A. Kube, Canadian Labour Congress
Textile Workers of America	George Watson, Director
	V. Skurjat, Manager
	John Whitehouse
	B. Clark, International Representative
	Leo Tessier
	M. Davidson
Toronto Construction Association, The	G. A. Becigneul, Director of Industrial Relations
	B. W. Binning, Counsel
Toronto and District Labour Council	D. M. Montgomery, President
	W. D. Kearns, Secretary
	H. Buchanan, Executive Member
	H. Weisbach, Executive Member
Toronto International Typographical Union No. 91	R. J. McCormack, President
Toronto Mailers Union No. 5	Robert Earles, President
	Edward Potter
	J. A. Ryder, Counsel
Herman Turkstra	
United Automobile, Aerospace, Agricultural Implement Workers of America	Dennis McDermott, Sub-regional Director
	A. Alan Borovoy, Counsel
U.A.W. Local, Chrysler Corporation, Windsor	Charles Brookes, President
United Brotherhood of Carpenters and Joiners of America, The Ontario Provincial Council	Geo. F. McCurdy, Secretary-Treasurer
	W. Hague
	S. Brodack
	A. J. Campbell
	N. C. Hilborn

Organization or Individual	*Representative(s)*
United Electrical, Radio and Machine Workers of America (U.E.)	Ross Russell, Director of Organization N. Ferguson, Research Department
United Electrical, Radio and Machine Workers, Local 520	J. E. R. Brown, Chairman T. L. Davidson, Area Representative D. Fitzgerald J. Schofield, Chairman, Stewards' Council
United Electrical, Radio and Machine Workers, Local 524	William Woodbeck
United Steelworkers of America, The	Wm. Mahoney, National Director L. Sefton, Asst. to the National Director D. M. Storey, Legislative Department L. Ingle, Legislative Department E. Park, Legislative Department
United Steelworkers of America, The	Donald Montgomery, Area Supervisor, Toronto M. Cotterill, Public Relations Director L. Bertacchi, Representative Robert Bouchard, Representative Fortunato Rao, Representative J. Fitzpatrick, Representative Otto Urbanovicz, Representative Eugenio Elia, Local President
United Steelworkers of America, Local 5500	W. F. Brown
G. B. Weiler, Q.C.	
Arthur Williams	

Organization or Individual	*Representative(s)*
Windsor Chamber of Commerce	Leon MacPherson, Q.C., Chairman Cuthbert Andrews, President Charles J. Clark, Q.C., Counsel
Windsor and District Labour Council	Edward Biallargeon, President Ian Logan
C. P. Wright	

APPENDIX B: ACKNOWLEDGEMENTS

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Professor H. W. Arthurs, Osgoode Hall Law School

George S. P. Ferguson, Q.C., Barrister and Solicitor

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AUSTRALIA

Commonwealth

Hon. Leslie H. E. Bury, M.P., Minister of Labour and National Service

Sir Henry A. Bland, C.B.E., Secretary, Department of Labour and National Service

Sir Richard Randall, Secretary, Department of the Treasury

Hon. Sir Richard C. Kirby, President, Commonwealth Conciliation and Arbitration Commission

J. E. Taylor, Senior Commissioner, Commonwealth Conciliation and Arbitration Commission

Ian G. Sharp, Industrial Registrar, Commonwealth Conciliation and Arbitration Commission

Hon. Mr. Justice E. A. Dunphy, Commonwealth Industrial Court

E. A. C. Chambers, Commonwealth Public Service Arbitrator

K. E. Grainger, Commissioner, Commonwealth Public Service Board

AUSTRALIA **Commonwealth** ***Continued***	E. J. Hooke, Secretary, Department of Attorney General C. Weston, Department of Attorney General E. Smith, Department of Attorney General J. Caine, Department of Labour and National Service W. F. Sharpe, Regional Director (South Australia), Department of Labour and National Service M. D. Robertson, Regional Director (Western Australia), Department of Labour and National Service A. N. W. Hitchman, Assistant Director (Western Australia), Department of Labour and National Service A. Gibson, Regional Director (Queensland), Department of Labour and National Service R. A. Smee, Regional Director (New South Wales), Department of Labour and National Service C. Mills, Assistant Director (New South Wales), Department of Labour and National Service J. O'Reagan, Officer in Charge (Canberra), Department of Labour and National Service
State of New South Wales	Hon. E. A. Willis, M. L. A., Minister for Labour and Industry T. J. Kearney, Under Secretary, Department of Labour and Industry Hon. Mr. Justice A. C. Beattie, President, Industrial Commission of New South Wales J. J. Cahill, Senior Conciliation Commissioner, Industrial Commission of New South Wales G. A. Burns, Commissioner, Industrial Commission of New South Wales

AUSTRALIA **State of New South Wales** ***Continued***	F. Dunn, Commissioner, Industrial Commission of New South Wales J. E. Whitfield, Industrial Registrar, Industrial Commission of New South Wales
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State of Queensland	Hon. J. D. Herbert, M.L.A., Minister for Labour and Tourism H. O. Muhl, M.V.O., Under Secretary, Department of Labour and Tourism W. E. Ryan, Solicitor General Sir Douglas Fraser, Former State Public Service Commissioner The Hon. Mr. Justice Mostyn Hanger, President, Industrial Court J. P. Bennett, Commissioner, Industrial Conciliation and Arbitration Commission G. W. Pont, Commissioner, Industrial Conciliation and Arbitration Commission P. J. Self, Commissioner, Industrial Conciliation and Arbitration Commission R. H. Tait, Commissioner, Industrial Conciliation and Arbitration Commission A. M. Taylor, Commissioner, Industrial Conciliation and Arbitration Commission E. J. L. Clark, Industrial Registrar, Industrial Conciliation and Arbitration Commission

AUSTRALIA **State of South Australia**	Hon. A. F. Kneebone, M.L.C., Minister of Labour and Industry
	L. B. Bowes, Secretary, Department of Labour and Industry
	His Hon. Judge L. H. Williams, President, Industrial Court and Industrial Commission
	Hon. D. H. O'Neil, M.L.A., Minister of Labour
	C. A. Reeve, Secretary, Department of Labour
	S. F. Shnaars, Chief Industrial Commissioner, Western Australian Industrial Commission
	E. R. Kelly, Commissioner, Western Australian Industrial Commission
	D. E. Cort, Commissioner, Western Australian Industrial Commission
	J. R. Flanagan, Commissioner, Western Australian Industrial Commission
	R. Bowyer, Industrial Registrar, Western Australian Industrial Commission
General	W. C. Anderson, O.B.E., Director, Associated Chambers of Manufacturers of Australia
	Prof. I. I. Bowen, Dean, Faculty of Economics and Commerce, University of Western Australia
	Prof. E. K. Braybrook, Faculty of Law, University of Western Australia
	F. W. Brown, Secretary, Combined Industrial Unions Committee (Queensland)
	J. W. Coleman, Secretary, Western Australian Trades and Labour Council
	D. Cooley, President, Western Australia Trades and Labour Council
	F. S. Cross, Director, Western Australian Employers' Federation
	F. R. Curtis, President, Associated Chambers of Manufacturers of Australia

AUSTRALIA
General
Continued

Prof. O. de R. Foenander, Industrial Relations Department, Faculty of Commerce, University of Melbourne

E. G. Deverall, Industrial Officer, Administrative and Clerical Officers' Association, Commonwealth Public Service

G. W. Donnar, Federal Secretary, Municipal Officers' Association

Prof. H. R. Edwards, School of Economics and Financial Studies, Macquarie University

J. A. R. Egerton, President, Queensland Trades and Labour Council

W. P. Evans, Vice-President, Australian Council of Trade Unions

Prof. H. Ford, Dean of Law, University of Melbourne

H. W. Foster, Federal President, Australian Bank Officials' Association

Prof. K. J. Hancock, Faculty of Economics, The Flinders University of South Australia

Prof. R. W. Hardin, Faculty of Law, University of Western Australia

J. R. James, Director and Secretary, Queensland Employers' Federation

L. J. Jones, Chairman, Industrial Committee, Queensland Chamber of Manufacturers

L. N. Ledlie, Chief Industrial Officer, Queensland Chamber of Manufacturers

A. MacDonald, Secretary, Queensland Trades and Labour Council

N. Mason, Secretary, Associated Chambers of Manufacturers of Australia

Prof. R. Matthews, Dean, Faculty of Economics, School of General Studies, Australian National University

K. H. McLeod, Federal Secretary, Australian Insurance Staffs' Federation

C. B. Mills, University of Sydney

AUSTRALIA
General
Continued

A. E. Monk, C.M.J., President, Australian Council of Trade Unions

C. T. Oliver, Secretary (New South Wales), Australian Workers' Union

Prof. D. W. Oxnam, Senior Lecturer, Faculty of Economics and Commerce, University of Western Australia

G. Polites, Executive Director, Australian Council of Employers' Federations

J. Sanders, Secretary (Victoria Division), Australian Council of Salaried and Professional Associations

Prof. K. O. Shatwell, Dean, Faculty of Law, University of Sydney

L. Short, Federal Secretary, Federated Ironworkers' Association

Prof. D. W. Smith, School of General Studies, Australian National University

H. Souter, Secretary, Australian Council of Trade Unions

L. A. Suggars, General Manager, Queensland Chamber of Manufacturers

J. B. Sweeney, Q.C., Barrister (New South Wales)

Prof. E. I. Sykes, Dean of the Faculty of Law, University of Queensland

Prof. D. C. Thomson, Faculty of Law, University of Sydney

G. L. Walker, Federal Secretary, Association of Architects, Engineers, Surveyors and Draftsmen of Australia

Prof. H. Whitmore, Dean of Faculty of Law, Australian National University

E. Williams, President, Australian Workers' Union

R. D. Williams, Federal Secretary, Australian Council of Salaried and Professional Associations

A. E. Woodward, Q.C., Barrister (Victoria)

J. H. Wooten, Q.C., Barrister (New South Wales)

NEW ZEALAND	Sir Arthur Tyndall, C.M.G., formerly Judge of the New Zealand Court of Arbitration
	N. S. Woods, Assistant Secretary, Department of Labour
GREAT BRITAIN	The Rt. Hon., The Lord Donovan, Lord of Appeal in Ordinary and Chairman, Royal Commission on Trade Unions and Employer Associations
	Prof. Otto Kahn-Freund, member, Royal Commission on Trade Unions and Employer Associations
	George Woodcock, C.B.E., General Secretary, Trades Union Congress, and member, Royal Commission on Trade Unions and Employer Associations
	J. S. Cassels, Secretary, Royal Commission on Trade Unions and Employer Associations
	K. H. Clucas, Under-Secretary, Industrial Relations, Ministry of Labour
	C. F. Heron, O.B.E., Under-Secretary, Industrial Relations, Ministry of Labour
	N. Singleton, C.B., Under-Secretary, Industrial Relations, Ministry of Labour
	H. W. Huxham, C.B., C.B.E., Solicitor, Ministry of Labour
	A. D. Bonham-Carter, Director, Unilever Ltd.
	J. Bowden, Employee Relations Adviser, Esso Petroleum Co. Ltd.
	H. Briggs, Adviser on Employee Relations, Unilever Ltd.
	L. Cannon, General President, Electrical Trades Union
	W. A. Davison, Advisor on Employee Relations, Unilever Ltd.
	J. B. England, Motor Manufacturers' Association
	Prof. Allan Flanders, Nuffield College, Oxford University
	P. Hall, Manager, Employee Relations, Esso Petroleum Co. Ltd.

GREAT BRITAIN *Continued*	K. J. Johnson, Director, Industrial Affairs, Confederation of British Industries Martin Jukes, Q.C., Director, Engineering Employers' Federation J. Rhodes, Personnel Manager, Imperial Chemical Industries Prof. K. W. Wedderburn, London School of Economics and Political Science, University of London
SWEDEN	G. Waldau, Principal Assistant Secretary, Ministry of Home Affairs Johan Lind, Swedish Labour Court K. A. Nordfors, Director General, Swedish Conciliation Office B. Drougge, Head of Information Division, Board of State Collective Agreements Dr. Sture Petrén, Justice, International Court of Justice at the Hague Bertil Bohlin, Confederation of Swedish Trade Unions Torbjörn Carlsson, Confederation of Swedish Trade Unions Dr. Sten Edlund, Industrial Relations Consultant Sven Fockstadt, Head of Information Division, Central Organization of Salaried Employees Prof. Folke Schmidt, Stockholm University Erik Forstadius, Director, Swedish Employees' Federation Branko Salaj, Director, Economics and Statistics Division, Federation of Swedish Building Employers Anders Wärnfeldt, Managing Director, Federation of Swedish Engineering Employees Gunnar Westermark, Vice Managing Director, Federation of Swedish Civil Engineering Employees

INTERNATIONAL LABOUR ORGANIZATION, GENEVA	David A. Morse, Director General, International Labour Office
	Johannes Schregle, Labour Law and Labour Relations Branch, International Labour Office
	Robert W. Cox, Director, International Institute for Labour Studies
FRANCE	M. Gilbert Durand, Ministère des Affaires Sociales Coopération technique Travail et Emploi
	Mme Germain Lenoir, Administrateur Civil au Ministère des Affaires Sociales
	M. Jacques Dupront, Administrateur Civil au Ministère des Affairs Sociales
	M. Armand, Directeur departmental chargé des Relations professionelles, Ministère des Affairs Sociales
THE UNITED STATES OF AMERICA	James J. Reynolds, Under Secretary of Labour
	William E. Simkin, Director, Federal Mediation and Conciliation Service
	Frank W. McCulloch, Chairman, National Labor Relations Board
	Arnold Ordman, General Counsel, National Labor Relations Board
	H. Stephan Gordon, Associate General Counsel, National Labor Relations Board
	Prof. Benjamin Aaron, Director, Institute of Industrial Relations, University of California at Los Angeles
	David L. Cole, Attorney at Law, Paterson, New Jersey
	William L. Cour, National Joint Board for Settlement of Jurisdictional Disputes
	Prof. John T. Dunlop, Department of Economics, Harvard University
	William E. Dunn, Executive Director, Associated General Contractors of America

THE UNITED STATES OF AMERICA *Continued*	Joseph D. Keenan, Secretary, International Brotherhood of Electrical Workers Lambert H. Miller, National Association of Manufacturers Joseph S. Murphy, Vice President, American Arbitration Association Peter J. Pestillo, Labour Counsel, Chambers of Commerce of the United States A. H. Raskin, Assistant Editor, *The New York Times* Donald B. Strauss, President, American Arbitration Association Prof. George W. Taylor, Industrial Dept., University of Pennsylvania Glenn Watts, Communications Workers of America Arnold M. Zack, Director, Labor-Management Institute, American Arbitration Association
CANADA **Dominion**	Geo. V. Haythorne, Deputy Minister of Labour Bernard Wilson, Director, Industrial Relations Branch, Dept. of Labour John L. Mainwaring, Director, International Labour Organization Branch, Dept. of Labour Patrick D. Conroy, Labour Counsellor (Washington), Dept. of Labour Dean H. D. Woods, Chairman, and Dean A. W. R. Carrothers, Abbé Gérard Dion, Prof. J. H. G. Crispo, members of Task Force on Labour Relations
CANADA **Province of Alberta**	K. A. Pugh, Deputy Minister of Labour A. O. Ackroyd, Q.C., Chairman, Labour Relations Section, Canadian Bar Association Wm. B. Gill, Q.C., Barrister and Solicitor

Province of British Columbia	G. A. Kennedy, Q.C., Deputy Attorney General
	C. R. Margison, Asst. Deputy Minister of Labour
	Professors N. Hall, R. Herbert, S. Jamieson and T. Montague, University of British Columbia
	T. R. Berger, Barrister and Solicitor
	D. A. S. Lanskail, Counsel, Forest Industrial Relations Limited
Province of Manitoba	N. D. Cochrane, Deputy Minister of Labour
	J. A. King, Assistant Deputy Minister of Labour
	B. Lepkin, Vice Chairman, Manitoba Labour Relations Board
	Members of the Manitoba Labour-Management Consultative Committee
	W. Stewart Martin, Q.C., Barrister and Solicitor
Province of Quebec	Allan B. Gold, Associate Chief Judge, Quebec Provincial Court
	Rene Lippe, Judge, Quebec Provincial Court
	Frances Bairstow, McGill Centre for Industrial Relations
	Roger Chartier, General Manager, Quebec Hydro-Electric Commission
	Father Gérard Hébert, S. J. and Professor R. Lachapelle, University of Montreal
	H. Carl Goldenberg, Q.C., Barrister and Solicitor
	Louis Laberge, President, Quebec Federation of Labour
	Pierre Vadboncoeur, Confederation of National Trade Unions

CANADA **Province of Saskatchewan**	C. K. Murchison, Deputy Minister of Labour Judge R. H. King, Chairman, Sask. Labour Relations Board Dean O. E. Lang, Professors R. Carter and W. Tarnopolsky, College of Law, University of Saskatchewan G. J. D. Taylor, Q.C., Barrister and Solicitor

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G. S. Murray, Deputy High Commissioner to Great Britain

R. B. Edmonds, Canadian Consul to Sweden

J. A. Styles, Commercial Counsellor (Sydney)

H. A. Gilbert, Commercial Counsellor (Melbourne)

A. Emslie, Executive Officer, Office of the Agent General for Ontario

Peter McKellar, Third Secretary, Canadian Embassy (Paris)

APPENDIX C: WORKING AGENDA

PROVINCE OF ONTARIO

ROYAL COMMISSION
INQUIRY INTO LABOUR DISPUTES

The following matters have been placed on the agenda for consideration by the Commission as coming within its terms of reference. This agenda is *not* all-inclusive, accordingly reference should be made to the general terms of reference of the Commission.

GENERAL

A. Strikes

1. Are strikes, in general, a necessary and/or desirable feature of any system of collective bargaining?
2. Does the present law create an imbalance of power beyond that inherent in the relative economic strength of the particular parties, and if so, how can this balance best be adjusted?
3. Should strikes be permitted more or less frequently?
4. In what special situations, if any, is the community entitled to protect itself against harm resulting from strikes by forbidding them?
5. If strikes should sometimes be forbidden, what effective mechanism can be created to settle disputes between the parties?
6. Are existing administrative, civil and criminal sanctions adequate to regulate illegal strikes? If not, what changes should be made?
7. Other than picketing, what ancillary tactics should be available to the parties to a dispute, including:
   (a) boycotts
   (b) temporary or permanent hiring of replacements
   (c) defensive lockouts
   (d) union discipline of non-strikers.

B. Picketing

1. What are the purposes of picketing and which is the most significant?
2. Does the law adequately recognize these purposes?
3. Does the law represent a suitable balance between labour and managment:
   (a) as to occasions and locations when and where picketing is permitted
   (b) as to the methods or form of picketing?
4. Does the law take account of the public interest in
   (a) avoiding the spread of conflict
   (b) keeping open channels of public information and appeal?

   If not, what adjustments can be made so as to effect a greater balance between the interests of the employee, the employer and the general public?
5. Are the criminal sanctions under the criminal code appropriate and/or effective in regulating picketing?
6. Do the present injunction procedures strike an appropriate balance between the employer's desire for speed and the union's desire for a full and fair hearing, in terms of
   (a) the adequacy of notice
   (b) the fact finding process
   (c) opportunities for argument
   (d) right to appeal
   (e) enforcement through contempt proceedings?
7. Is labour relations board regulation of picketing
   (a) desirable
   (b) feasible?

C. Miscellaneous

1. What changes, if any, can be made to the present law to encourage responsible trade unionism, including
   (a) incorporation
   (b) licensing
   (c) liability for damages
   (d) the Rights of Labour Act, R.S.O. 1960, Ch. 354?
2. Is a system providing for the continuing negotiation of outstanding differences during the currency of a collective agreement desirable, and if so, how might such a system best be implemented?

3. What are the most frequent causes for the breakdown in collective bargaining which result in a labour dispute and how might these be best rectified?

ACTUAL EXPERIENCES IN LABOUR DISPUTES

A. Background

1. Type, size, and location of the industry.
2. Number of employees in the unit affected.
3. Was this a first agreement or renewal dispute?
4. What were the matters in dispute?
5. Were the parties brought closer together by conciliation?
6. Was a conciliation board appointed, and if so, what were its recommendations?

B. The Strike

1. What were the significant factors "causing" the strike or lockout?
2. Was a strike vote taken, and if so, what were the results?
3. How many man-days were lost?
4. What was the actual financial loss to the business
   (a) directly attributable to the strike
   (b) indirectly attributable to the strike?
5. What was the actual financial loss to the striking employees, i.e. lost wages?
6. Was there any permanent impairment of business, i.e. lost customers or contracts?
7. Was there any subcontracting out of projects to other firms to preserve customer service?
8. Was there any damage to plant property occasioned during the strike?
9. Were there any illegal acts?
10. Was any legal relief sought
    (a) by injunction
    (b) by criminal process
    (c) by resort to the labour relations board?
11. Was any disciplinary action taken by the employer or the union for illegal and unsanctioned activities?

12. Were alternative or replacement employees engaged, and if so
    (a) how many
    (b) for how long
    (c) how soon after the strike was declared
    (d) were the terms of their engagement
        (i) better than under the original contract
        (ii) better than the company's final offer to the union
        (iii) better than the union's final demand
    (e) was the business able to operate on account of these employees, and if so, how efficiently
    (f) what was the effect on the strike
    (g) were any of these employees continued in employment after the dispute, and if so, how many former employees desiring to return were displaced?
13. How many of the original employees obtained other employment
    (a) during the strike
    (b) permanently?
14. How many of the original employees returned to work before the dispute was finally settled, thereby abandoning strike?
15. Was the outcome of the dispute
    (a) agreement on management terms
    (b) agreement on union terms
    (c) no general agreement, employees returning individually
    (d) no agreement, dispute continuing?
16. How did the final settlement terms differ from
    (a) the final management position prior to the strike
    (b) the final union position prior to the strike
    (c) the recommendations of the conciliation board, if any?
17. Did the matters of dispute change during the duration of the strike, and if so, what were the most significant at the various stages of the dispute and which were the most difficult to overcome before settlement?
18. Were there any perceptible differences in attitude towards the strike and issues in dispute among the different groups of employees? If so, give details.
19. What official and unofficial procedures, if any, were employed to assist in expediting an agreement during the strike?

C. Picketing

1. Did picketing of the premises occur, and if so
   (a) what was its form
   (b) how many pickets were involved
   (c) were all the pickets employees of the company
   (d) did the pickets receive remuneration for their services?
2. Were any attempts to enlist public support made, other than by picketing the plant premises (e.g. secondary boycotts, public meetings, newspaper advertisements, etc.) ?

Dated at Toronto this 10th day of November, A.D. 1966.

E. MARSHALL POLLOCK
Counsel to the Commission

Room 417
Parliament Buildings
Toronto 2, Ontario

APPENDIX D: A STUDY OF LABOUR DISPUTES IN ONTARIO, 1958-1967

1. General Information
2. Degree of Coverage of the Study by Numbers of Employees Involved in Strike
3. Distribution of Strikes According to Time of Strike
4. Types of Industry
5. Distribution of Strikes According to Duration by Frequency of Response
6. Average and Median Duration of Included Strikes According to Time of Strike
7. Distribution of Strikes According to Duration and Numbers of Strikers by Frequency of Response
8. Distribution of Strikes According to Numbers of Strikers by Frequency of Response
9. Degree of Operation During Strike by Frequency of Response
10. Operations According to Duration of Strike by Frequency of Response
11. Operations According to Time of Strike by Frequency of Response
12. Operations According to Number of Strikers by Frequency of Response
13. Method of Operations by Frequency of Response
14. Degree of Engagement of Outside Replacements According to Numbers Hired and Numbers of Strikers by Frequency of Response
15. Degree of Job Turnover According to Number of Strikers by Frequency of Response
16. Distribution of Strikes Reporting Picketing According to Time of Strike by Frequency of Response
17. Distribution of Strikes Reporting No Picketing According to Time of Strike by Frequency of Response
18. Distribution of Strikes Reporting Location of Picketing According to Time of Strike by Frequency of Response

19. Picketing According to Location by Frequency of Response

20. Distribution of Strikes Reporting Conduct of Picketing According to Time of Strike by Frequency of Response

21. Picketing According to Conduct by Frequency of Response

22. Distribution of Strikes Reporting Usual Number of Pickets According to Time of Strike by Frequency of Response

23. Picketing According to Usual Number of Pickets by Frequency of Response

24. Distribution of Strikes Reporting Largest Number of Pickets at Any One Time According to Time of Strike by Frequency of Response

25. Picketing According to Largest Number of Pickets at Any One Time by Frequency of Response

26. Police Action according to Degree of Success in Maintaining Order by Frequency of Response

27. Nature of Remedies According to Time of Strike by Frequency of Response

28. Labour Disputes in Ontario, 1958-1967

29. Strike Votes in Labour Disputes Occurring During 1958-1967

30. Distribution of Strikes According to Location by Frequency of Response

APPENDIX D: A STUDY OF LABOUR DISPUTES IN ONTARIO, 1958-1967

GENERAL INFORMATION

In conjunction with this Report, a statistical study on labour disputes was undertaken in an effort to dispel some of the mythology that beclouds the subject. No attempt was made to duplicate the comprehensive work on industrial conflicts in Ontario to be found in Part III of the *Report of a Study on the Labour Injunction in Ontario.* That study is related, mainly, to the overall economic aspects of labour disputes in general, while this study is concerned with material which illustrates the dynamics of particular strikes.

In July, 1967, some 3,362 questionnaires were sent out—1,707 to employers and 1,655 to unions—covering 1,786 strike situations between 1958 and May, 1967. This questionnaire is reproduced in Figures 1 and 2. 682 of the employers' questionnaires, or 40 per cent, and 295 or 18 per cent of the union questionnaires were returned. Consequently, data of some kind was secured on 800 or 45 per cent of the strikes.

Naturally, many inaccuracies are to be expected in material of this sort. Company or union executives may have changed or few records have been kept and thus little is remembered of the

TABLE 1: General Information

	Employer Questionnaires			Union Questionnaires			Strike Situations		
Year	Sent	Returned	Per cent Return	Sent	Returned	Per cent Return	Total No.	No. of Returns	Per cent Return
1958.....	130	36	27.7	128	27	21.1	132	53	40.2
1959.....	100	32	32.0	99	23	23.2	103	42	40.8
1960.....	145	38	26.2	149	15	10.1	156	48	30.8
1961.....	154	48	31.2	155	11	7.1	164	55	33.5
1962.....	165	52	31.5	159	16	10.1	172	57	33.1
1963.....	173	52	30.1	165	26	15.8	181	64	35.4
1964.....	181	78	43.1	176	28	15.9	189	88	46.6
1965.....	259	121	46.7	248	63	25.4	273	144	52.7
1966.....	275	164	59.6	256	60	23.4	284	182	64.1
1967.....	125	61	48.8	120	26	21.7	132	67	50.8
Total or average.....	1707	682	40.0	1655	295	17.8	1786	800	44.7

ONTARIO

THE ROYAL COMMISSION INQUIRY INTO LABOUR DISPUTES
ROOM 417, MAIN PARLIAMENT BLDGS., TORONTO 2, ONTARIO.

QUESTIONNAIRE

CONFIDENTIAL

COMPANY UNION LOCATION AND DURATION

—(PLEASE CORRECT ERRORS (IF ANY) IN THE ABOVE PARTICULARS)—

NOTE:- 1. PLEASE PRINT OR TYPE 2. SEE ENCLOSED INSTRUCTIONS BEFORE COMPLETING THIS QUESTIONNAIRE.

BACKGROUND

1. WHAT WAS THE NUMBER OF EMPLOYEES:- (AT THE TIME OF THE STRIKE)
IN PLANT ☐
IN UNIT ☐
ON STRIKE ☐

2. WHAT WAS THE THE NATURE OF THE WORK PERFORMED IN UNIT ON STRIKE (SPECIFY):-

3. HOW MANY EMPLOYEES IN UNIT REQUIRED:-
HIGH SKILL ☐
MEDIUM SKILL ☐
LOW SKILL ☐

HOW MANY OF THESE EMPLOYEES WERE ON STRIKE:-
HIGH SKILL ☐
MEDIUM SKILL ☐
LOW SKILL ☐

PRESTRIKE

4. GIVE FOLLOWING DATES:-

	DAY	MONTH	YEAR
NOTICE TO BARGAIN			
CONCILIATION OFFICER APPOINTED			
NO BOARD NOTICE			
CONCILIATION BOARD APPOINTED			
CONCILIATION BOARD REPORTED			
STRIKE VOTE (LAST)			

5. WHAT WAS (WERE) THE MOST SIGNIFICANT ISSUE(S) IN DISPUTE WHICH LED TO THE STRIKE:-

6. WAS A STRIKE VOTE HELD:- ✓ YES ☐ NO ☐ (DISCUSS LAST IF MORE THAN ONE)

HOW:- AT UNION HALL ☐ AT PLANT OR JOB SITE ☐ BY MAIL ☐ OTHER (SPECIFY):-

WHEN:- DURING NEGOTIATIONS ☐ DURING CONCILIATION ☐ DURING WAITING PERIOD AFTER CONCILIATION ☐ AFTER STATUTORY WAITING PERIOD BUT BEFORE STRIKE ☐ DURING STRIKE ☐

WHO VOTED:- ✓ ALL EMPLOYEES IN UNIT ☐ ONLY UNION EMPLOYEES ☐
OTHER (SPECIFY):-

7. WHEN DID THE STRIKE TAKE PLACE:- ✓
1. PRIOR TO RECOGNITION OR CERTIFICATION ☐ 2. DURING NEGOTIATIONS ☐ 3. DURING AGREEMENT ☐ 4. DURING CONCILIATION ☐ 5. DURING WAITING PERIOD AFTER CONCILIATION ☐ 6. DURING LEGAL STRIKE PERIOD ☐
7. OTHER (SPECIFY):-

8. STRIKE

DID THE COMPANY CARRY ON THE WORK OF THE STRUCK UNIT:- ✓ (INDICATE HIGHEST LEVEL) NO ☐ PARTIALLY ☐ SUBSTANTIALLY ☐ FULLY ☐

IF SO HOW:- (INDICATE ALL THOSE APPLICABLE) ✓

1. SUPERVISORY PERSONNEL ☐ (NUMBER)
2. NON STRIKING EMPLOYEES IN UNIT ☐ (NUMBER)
3. EMPLOYEES FROM OTHER DEPARTMENTS ☐ (NUMBER)
4. EMPLOYEES FROM OTHER PLANTS OF THE COMPANY ☐ (NUMBER)
5. STRIKING EMPLOYEES RETURNING TO WORK ☐ (NUMBER)
6. OUTSIDE REPLACEMENTS ☐ (NUMBER)
7. SUBCONTRACTING OPERATIONS ☐
8. OTHER (SPECIFY):-

9. HOW SOON DURING THE STRIKE DID THE WORK IN THE STRUCK UNIT RETURN TO:- (STATE NUMBER OF DAYS AFTER STRIKE BEGAN)

PARTIAL OPERATION _____ (DAYS) SUBSTANTIAL OPERATION _____ (DAYS) FULL OPERATION _____ (DAYS)

10. WERE NON STRIKING EMPLOYEES LAID OFF DURING THE STRIKE:- ✓ YES ☐ NO ☐
HOW MANY _____ HOW SOON AFTER THE STRIKE COMMENCED _____ (DAYS) FOR HOW LONG _____ (DAYS)

DID NON UNIT EMPLOYEES FAIL TO REPORT TO WORK:- ✓ YES ☐ NO ☐
HOW MANY _____ HOW SOON AFTER THE STRIKE COMMENCED _____ (DAYS) FOR HOW LONG _____ (DAYS)

11. IF EMPLOYEES IN THE STRUCK UNIT CONTINUED TO WORK, WHAT WERE THE WAGES GENERALLY OFFERED AND PAID:- ✓
1. SAME AS ORIGINAL RATE ☐
2. BETTER THAN ORIGINAL RATE ☐
3. SAME AS COMPANY'S FINAL OFFER ☐
4. BETTER THAN COMPANY'S FINAL OFFER ☐
5. SAME AS UNION'S FINAL DEMAND ☐
6. BETTER THAN UNION'S FINAL DEMAND ☐
7. OTHER (SPECIFY):-

12. IF OUTSIDE REPLACEMENTS WERE HIRED HOW MANY POSSESSED:-
HIGH SKILLS ☐
MEDIUM SKILLS ☐
LOW SKILLS ☐

13. HOW SOON AFTER COMMENCEMENT OF STRIKE WERE THESE OUTSIDE REPLACEMENTS HIRED:- (DAYS)

14. WHAT WERE THE WAGES GENERALLY OFFERED OUTSIDE REPLACEMENTS - ✓
1. SAME AS ORIGINAL RATE ☐
2. BETTER THAN ORIGINAL RATE ☐
3. SAME AS COMPANY'S FINAL OFFER ☐
4. BETTER THAN COMPANY'S FINAL OFFER ☐
5. SAME AS UNION'S FINAL DEMAND ☐
6. BETTER THAN UNION'S FINAL DEMAND ☐
7. OTHER (SPECIFY):-

	HIGH SKILLS	MEDIUM SKILLS	LOW SKILLS	TOTAL
15. HOW MANY OUTSIDE REPLACEMENTS WERE RETAINED AT END OF STRIKE WITH				
16. HOW MANY STRIKING EMPLOYEES DESIRING TO RETURN WERE DISPLACED WITH				
17. HOW MANY STRIKING EMPLOYEES OBTAINED OTHER EMPLOYMENT DURING STRIKE WITH				
18. HOW MANY OF THESE (#17 ABOVE) EMPLOYEES DID NOT RETURN WITH				

FIGURE 1: Questionnaire (front)

CONTINUED OVER

PICKETING

19. DID PICKETING OCCUR:- ✓ YES ☐ NO ☐ IF YES, WHERE:- EMPLOYERS' PREMISES ☐ CUSTOMERS ☐ SUPPLIERS ☐ RELATED PLANTS ☐

OTHER LOCATIONS (SPECIFY) :-

20. — DAILY — USUAL / MAXIMUM / MINIMUM

NUMBER OF EMPLOYEE PICKETS AT EMPLOYER'S PREMISES . . . . . | | | |

NUMBER OF NON-EMPLOYEE PICKETS AT EMPLOYER'S PREMISES . . . . . | | | |

WHAT WAS THE LARGEST NUMBER OF EMPLOYEE AND NON EMPLOYEE PICKETS THAT GATHERED AT ANY ONE TIME DURING THE STRIKE:-

21. GENERAL CONDUCT ON PICKET LINE:- ✓

PEACEFUL ☐ OBSTRUCTION OF ENTRANCE ☐ THREAT OF PROPERTY DAMAGE ☐ ACTUAL PROPERTY DAMAGE ☐ THREAT OF PERSONAL INJURY ☐ ACTUAL PERSONAL INJURY ☐

AMPLIFY:-

22. WERE POLICE CALLED TO MAINTAIN ORDER:- ✓ YES ☐ NO ☐ WERE THEY SUCCESSFUL YES ☐ NO ☐

REMEDIES SOUGHT ✓

23. INJUNCTION:- APPLICATION MADE . . . . . YES ☐ NO ☐ GRANTED. . . . . YES ☐ NO ☐

DATE APPLICATION MADE :- DAY _____ MONTH _____ YEAR ____ ____ ____

LOCALITY WHERE APPLICATION MADE :- _____

NAME AND ADDRESS OF LAWYERS INVOLVED FOR:-

COMPANY _____ UNION OR EMPLOYEES _____

24. LABOUR RELATIONS BOARD:- ✓

DECLARATION THAT STRIKE UNLAWFUL YES ☐ NO ☐ — GRANTED ☐ REFUSED ☐ WITHDRAWN ☐

LEAVE TO PROSECUTE YES ☐ NO ☐ — GRANTED ☐ REFUSED ☐ WITHDRAWN ☐

PROSECUTION YES ☐ NO ☐ — CONVICTED ☐ DISMISSED ☐ WITHDRAWN ☐

25. CRIMINAL PROCEEDINGS (OTHER THAN #24) :- ✓ YES ☐ NO ☐

NUMBER OF CHARGES LAID _____

OFFENCES CHARGED (SPECIFY) :-

RESULT:- ✓ CONVICTED ☐ DISMISSED ☐ WITHDRAWN ☐

PENALTIES (SPECIFY) :-

26. DISCIPLINARY ACTION

BY EMPLOYER:- ✓ YES ☐ NO ☐

OFFENCE (SPECIFY) :-

PENALTY: REPRIMAND ☐ SUSPENSION ☐ DISMISSAL ☐

BY UNION:- ✓ YES ☐ NO ☐

OFFENCE (SPECIFY) :-

PENALTY: REPRIMAND ☐ FINE ☐ SUSPENSION ☐ EXPULSION ☐

27. GRIEVANCE PROCEDURE

BY EMPLOYER:- ✓ YES ☐ NO ☐

NATURE (SPECIFY) :-

RESULT: SUCCESSFUL ☐ DISMISSED ☐ WITHDRAWN ☐

BY UNION:- ✓ YES ☐ NO ☐

NATURE (SPECIFY) :-

RESULT: SUCCESSFUL ☐ DISMISSED ☐ WITHDRAWN ☐

OUTCOME OF THE STRIKE

28. WAS THE STRIKE SETTLED:- ✓

BY AGREEMENT ☐ — NO AGREEMENT-EMPLOYEES RETURNING INDIVIDUALLY ☐ — NO SETTLEMENT DISPUTE CONTINUING ☐

29. WERE THE TERMS OF SETTLEMENT CLOSER TO:- (INDICATE MOST APPROPRIATE ANSWER)

MANAGEMENT'S FINAL OFFER PRIOR TO STRIKE ☐ — UNION'S FINAL DEMAND PRIOR TO STRIKE ☐ — RECOMMENDATIONS OF CONCILIATION OFFICER OR BOARD (IF ANY) ☐

30. REMARKS (IF ANY) :-

FIGURE 2: Questionnaire (back)

strike. Added to this incompleteness are the inherent inaccuracies in the recalling of events which have occurred up to nine years earlier. Also some of the answers were obviously distorted by the subjectivity of the response. No pretense is made that this data is *statistically* valid for it is neither the result of a complete nor random sampling.

An attempt has been made, however, to use the material as objectively as possible even though at some points it proved necessary to choose between conflicting information. The study should be of value to the extent that it suggests generally prevail-

TABLE 2: Degree of Coverage of the Study by Numbers of Employees Involved in Strike

Year	NUMBER OF EMPLOYEES INVOLVED IN All Strikes	Average per Strike	Strikes Covered by Study	Average per Strike	Per cent Coverage of the Study
1958	58,467	443	31,160	599	53.3
1959	25,540	246	16,293	407	63.8
1960	24,085	154	8,009	174	33.3
1961	39,817	240	17,316	321	43.5
1962	32,985	192	24,502	438	74.3
1963	37,744	209	19,668	322	52.1
1964	52,442	279	30,187	359	57.6
1965	92,838	344	69,952	500	75.4
1966	121,119	408	73,219	409	60.5
1967	65,282	288	12,489	186	19.1
Total or average	550,319	280.3	302,795	371.5	55.0

TABLE 3: Distribution of Strikes According to Time of Strike

	Legal Strike Period		During Waiting Pd. After Conciliation		During Conciliation		During Negotiations		During Agreement		Prior to Recognition or Certification		Others		Total
Year	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
1958	35	66.0	1	1.9	2	3.8	3	5.7	9	17.0	3	5.7			53
1959	18	42.9	1	2.4	2	4.8	7	16.7	10	23.8	4	9.5			42
1960	26	54.2	2	4.2	3	6.3	3	6.3	11	22.9	3	6.3			48
1961	33	60.0	1	1.8	1	1.8	2	3.6	14	25.5	3	5.5	1	1.8	55
1962	29	50.9	2	3.5	3	5.3	4	7.0	16	28.1	3	5.3			57
1963	33	55.6	—	—	4	6.3	4	6.3	20	31.3	3	4.7			64
1964	54	60.7	2	2.3	3	3.4	3	3.4	22	25.0	4	4.5			88
1965	65	44.9	6	4.1	20	13.8	11	7.6	33	22.9	8	5.5	1	0.7	144
1966	82	44.8	9	4.9	11	6.0	13	6.6	61	33.9	6	3.3			182
1967	30	44.8	—	—	2	3.0	2	3.0	30	44.8	3	4.5			67
Total or average	405	50.4	24	3.0	51	6.4	52	6.4	226	28.4	40	5.0	2	0.3	800

ing situations or conditions in Ontario's labour disputes; and, at the very least, it illustrates the real need for some system for the collection of information on the different stages of labour disputes in Ontario.

With the exception of such identifying features as location and names of the parties, which have been deleted to comply with the undertaking of confidentiality given to ensure full and frank disclosure, the most significant data from the survey have been tabulated in Table 28.

The strike situations are numbered consecutively by year, divided according to the time at which the strike began, and arranged in these groups by descending duration of the strike. The strikes covered, naturally, are only those for which questionnaires were returned. The replies or responses received from employers are set out in Roman type, while the union response appears in *italics*. Where both the employer and union involved in one strike made a return, the resulting paired response has been set off by spaces and the same strike number assigned to each.

The divisions according to time at which the strike occurred deserve some explanation. "Strike during legal Period" refers to strikes which occurred after the statutory waiting period which follows conciliation. These would be the only strikes sanctioned by law.

"Strikes during Waiting Period after Conciliation" include those which began after the conciliation report but before the strike could be legally called. This waiting period amounts to seven (7) days after a conciliation board report, and since September 1, 1966, to fourteen (14) days after a "no board" report. Prior to this date the waiting period after a "no board" report was only seven days.

Under the "Strikes during Conciliation" heading are listed the disputes which began after the appointment of the conciliation officer but before the officer or board's report was submitted.

"Strikes during Negotiations" covers those strikes arising after the notice to bargain has been given, but before a conciliation officer has been appointed.

Strikes which began during the lifetime of the collective agreement have been grouped under the "Strikes during Agreement" section.

"Strikes Prior to Recognition or Certification" is self-explanatory. The section entitled "Others" includes those strikes for which it proved impossible to determine the time of their commencement.

TYPES OF INDUSTRY

The "Type of Industry" column in Table 28 contains general classes of industries. A breakdown of the particular industries included in each category appears in Table 4.

TABLE 4: Types of Industry

1. **Agriculture**
   - Experimental and University Farms
   - Institutional Farms
   - Residential and Other Small Holdings
   - Livestock and Livestock Combination Farms
   - Field Crop and Field Crop Combination Farms
   - Fruit and Vegetable Farms
   - Other Crop and Livestock Combination Farms
   - Miscellaneous Specialty Farms
   - Services Incidental to Agriculture

2. **Forestry**
   - Logging
   - Forestry Service

3. **Fishing and Trapping**
   - Fishing
   - Fishery Services
   - Hunting and Trapping

4. **Mines, Mills, Wells**
   - Placer Gold Mines
   - Gold Quartz Mines
   - Copper-Gold-Silver Mines
   - Nickel-Copper Mines
   - Silver-Cobalt Mines
   - Silver-Lead-Zinc Mines
   - Uranium Mines
   - Iron Mines
   - Other Metal Mines
   - Coal Mines
   - Petroleum and Gas Wells
   - Natural Gas Processing Plants
   - Oil, Shale and Bituminous Sand Pits
   - Asbestos Mines
   - Gypsum Mines
   - Salt Mines
   - Other Non-metal Mines
   - Stone Quarries
   - Sand Pits or Quarries
   - Petroleum Prospecting
   - Other Prospecting
   - Contract Drilling for Petroleum
   - Other Contract Drilling
   - Other Services Incidental to Mining

5. **Meat, Dairy, Fish Products Mfg.**
   - Slaughtering and Meat Processors
   - Poultry Processors
   - Dairy Factories
   - Process Cheese Manufacturers
   - Fish Products Industry

6. **Fruit, Vegetable, Grain Products Mfg.**
   - Fruit and Vegetable Canners and Preservers
   - Feed Manufacturers
   - Flour Mills
   - Breakfast Cereal Manufacturers
   - Vegetable Oil

7. **Bakery, Beverage and Confectionary Mfg.**
   - Biscuit Manufacturers
   - Bakeries
   - Confectionery
   - Sugar
   - Soft Drink Manufacturers
   - Distilleries
   - Breweries
   - Wineries

8. **Tobacco Products**
   - Leaf Tobacco Processing
   - Tobacco Products Manufacturers

9. **Rubber Industries**
   - Rubber Footwear Manufacturers
   - Tire and Tube Manufacturers
   - Other Rubber Industries

10. **Leather Industries**
    - Leather Tanneries
    - Shoe Factories
    - Leather Glove Factories
    - Luggage, Handbag and Small Leather Goods Manufacturers

11. **Textile and Knitting Industries**
    - Cotton Yarn and Cloth Mills
    - Wool Yarn Mills
    - Wool Cloth Mills
    - Synthetic Textile Mills
    - Fibre Preparing Mills
    - Thread Mills
    - Cordage and Twine Industry
    - Narrow Fabric Mills
    - Pressed and Punched Felt Mills
    - Carpet, Mat and Rug Industry
    - Textile Dyeing and Finishing Plants
    - Linoleum and Coated Fabrics Industry
    - Canvas Products Industry
    - Cotton and Jute Bag Industry
    - Miscellaneous Textile Industries
    - Hosiery Mills
    - Other Knitting Mills

12. **Clothing Industries**
    - Custom Tailoring Shops
    - Men's Clothing Industry
    - Women's Clothing Industry
    - Children's Clothing Industry
    - Fur Goods Industry
    - Hat and Cap Industry
    - Foundation Garment Industry
    - Other Clothing Industries

13. **Wood Products Industries**
    - Sawmills
    - Veneer and Plywood Mills
    - Sash and Door and Planing Mills
    - Wooden Box Factories
    - Coffin and Casket Industry
    - Miscellaneous Wood Industries

14. **Furniture and Fixture Industries**
    - Household Furniture Industry
    - Office Furniture Industry
    - Other Furniture Industries
    - Electric Lamp and Shade Industries

15. **Paper and Allied Industries**
    - Pulp and Paper Mills
    - Asphalt Roofing Manufacturers
    - Paper Box and Bag Manufacturers
    - Other Paper Converters

16. **Printing and Publishing Industries**
    - Commercial Printing
    - Engraving, Stereotyping and Allied Industries
    - Publishing only
    - Printing and Publishing

17. **Primary Metal Industries**
    - Iron and Steel Mills
    - Steel Pipe and Tube Mills
    - Iron Foundries
    - Smelting and Refining
    - Aluminum Rolling, Casting and Extruding

Copper and Alloy Rolling, Casting and Extruding
Metal Rolling, Casting and Extruding

18. Metal Fabricating Industries
Boiler and Plate Works
Fabricated Structural Metal Industry
Ornamental and Architectural Metal Industry
Metal Stamping, Pressing and Coating Industry
Wire and Wire Products Manufacturers
Hardware, Tool and Cutlery Manufacturers
Heating Equipment Manufacturers
Miscellaneous Metal Fabricating Industries

19. Machinery Manufacturing Industries
Agricultural Implement Industry
Miscellaneous Machinery and Equipment Manufacturers
Commercial Refrigeration and Air Conditioning Equipment Manufacturers
Office and Store Machinery Manufacturers

20. Transportation Equipment Mfg.
Aircraft and Parts Manufacturers
Motor Vehicle Manufacturers
Truck Body and Trailer Manufacturers
Motor Vehicle Parts and Accessories Manufacturers
Railroad Rolling Stock Industry
Shipbuilding and Repair
Boatbuilding and Repair
Miscellaneous Vehicle Manufacturers

21. Electrical Products Mfg.
Manufacturers of Small Electrical Appliances
Manufacturers of Major Appliances (electric and non-electric)
Manufacturers of Household Radio and Television Receivers
Communications Equipment Manufacturers
Manufacturers of Electrical Industrial Equipment
Battery Manufacturers
Manufacturers of Electric Wire and Cable
Manufacturers of Miscellaneous Electrical Products

22. Non-Metallic Mineral Mfg.
Cement Manufacturers
Lime Manufacturers
Gypsum Products Manufacturers
Concrete Products Manufacturers
Ready-mix Concrete Manufacturers
Clay Products Manufacturers
Refractories Manufacturers
Stone Products Manufacturers
Mineral Wool Manufacturers
Asbestos Products Manufacturers
Glass and Glass Products Manufacturers
Abrasive Manufacturers
Other Non-metallic Mineral Products Industries

23. Petroleum and Coal Products Industries
Petroleum Refineries
Other Petroleum and Coal Products Industries

24. Chemical Industries
Explosives and Ammunition Manufacturers
Manufacturers of Mixed Fertilizers

Manufacturers of Plastics and Synthetic Resins
Manufacturers of Pharmaceuticals and Medicines
Paint and Varnish Manufacturers
Manufacturers of Soap and Cleaning Compounds
Manufacturers of Toilet Preparations
Manufacturers of Industrial Chemicals
Other Chemical Industries

25. Miscellaneous Mfg.
Scientific and Professional Equipment Manufacturers
Jewellery and Silverware Manufacturers
Broom, Brush and Mop Industry
Venetian Blind Manufacturers
Plastic Fabricators, n.e.s.
Sporting Goods and Toy Industry
Fur Dressing and Dyeing Industry
Signs and Displays Industry
Miscellaneous Manufacturing Industries, n.e.s.

26. Construction Industries
Building Construction
Highway, Bridge and Street Construction
Other Construction

27. Transportation Industries
Air Transport
Services Incidental to Air Transport
Water Transport
Services Incidental to Water Transport
Railway Transport
Truck Transport
Bus Transport, Interurban and Rural
Urban Transit Systems
Taxicab Operations
Pipeline Transport
Highway and Bridge Maintenance
Other Services Incidental to Transport
Other Transportation

28. Storage Industries
Grain Elevators
Other Storage and Warehousing

29. Communications Industries
Radio and Television Broadcasting
Telephone Systems
Telegraph and Cable Systems
Post Office

30. Utilities
Electric Power
Gas Distribution
Water Systems
Other Utilities

31. Wholesale Trade
Wholesalers of Livestock
Wholesalers of Grain
Wholesalers of Coal and Coke
Wholesalers of Petroleum Products
Wholesalers of Paper and Paper Products
Wholesalers of General Merchandise
Wholesalers of Food
Wholesalers of Tobacco Products
Wholesalers of Drugs and Toilet Preparations
Wholesalers of Apparel and Dry Goods
Wholesalers of Furniture and House Furnishings
Wholesalers of Motor Vehicles and Accessories
Wholesalers of Electrical Machinery Equipment and Supplies
Wholesalers of Farm Machinery and Equipment

Wholesalers of Machinery and Equipment, n.e.s.
Wholesalers of Hardware, Plumbing and Heating Equipment
Wholesalers of Metal and Metal Products, n.e.s.
Wholesalers of Lumber and Building Materials
Wholesalers of Scrap and Waste Materials
Wholesalers, n.e.s.

32. Retail Trade

Food Stores
Department Stores
Variety Stores
Other General Merchandise Stores
Accessory, Parts, Tire and Battery Shops
Gasoline Service Stations
Motor Vehicle Dealers
Motor Vehicle Repair Shops
Shoe Stores
Men's Clothing Stores
Women's Ready-to-wear Stores
Clothing and Dry Goods Stores, n.e.s.
Hardware Stores
Household Furniture and Appliance Stores
Radio, Television and Electrical Appliance Repair Shops
Drug Stores
Book and Stationery Stores
Florists' Shops
Fuel Dealers
Jewellery Stores
Watch and Jewellery Repair Stores
Liquor, Wine and Beer Stores
Tobacconists
Retail Stores, n.e.s.

33. Finance, Insurance, Real Estate

Savings and Credit Institutions
Investment Companies and Security Dealers
Insurance Carriers
Insurance and Real Estate Agencies
Real Estate Operators

34. Health and Welfare

Hospitals
Offices of Physicians
Offices of Dentists
Other Health Services
Welfare Organizations

35. Personal and Recreational Services

Motion Picture Theatres and Film Exchanges
Bowling Alleys and Billiard Parlours
Other Recreational Services
Shoe Repair Shops
Barber and Beauty Shops
Laundries, Cleaners and Pressers
Hotels, Restaurants and Taverns

36. Public Administration

37. Services to Business Management

Accountancy Services
Advertising
Engineering and Scientific Services
Legal Services
Clerical Services
Service to Buildings and Dwellings
Other Services to Business Management

38. Maintenance

Powerhouse and Steam Generation (Operating Engineers)

DURATION OF STRIKE

The column "Duration of Strike" in Table 28 indicates the number of days which a strike lasted. This figure includes all weekends and holidays during the strike period, and where a strike lasted for less than a day it was still considered to have a duration of one day. The letter "C" indicates that a strike is probably continuing, and an "A" means that a strike has been abandoned.

TABLE 5: Distribution of Strikes According to Duration by Frequency of Response

Year	DURATION (Days) 1	2	3-5	6-10	11-20	21-30	31-60	61-90	91-120	121-150	151-180	Over 180	C or A	Total
1958	4	7	5	7	8	7	9	4	1	—	—	1	—	53
1959	7	4	9	8	2	1	6	3	2	—	—	—	—	42
1960	6	1	9	6	9	1	7	5	1	1	1	—	1	48
1961	6	4	9	6	8	7	6	3	1	—	1	4	—	55
1962	9	1	14	6	7	6	8	4	—	—	2	—	—	57
1963	12	3	11	7	8	8	7	2	3	1	—	1	1	64
1964	18	6	11	13	8	5	10	1	2	6	—	3	5	88
1965	20	11	29	16	23	16	12	4	6	2	1	3	1	144
1966	32	13	42	21	17	14	18	7	9	2	3	4	—	182
1967	14	6	13	8	11	1	4	5	1	—	—	4	—	67
Total	128	56	152	98	101	66	87	38	26	12	8	20	8	800
Percentage	16.0	7.0	19.0	12.3	12.6	8.3	10.9	4.8	3.3	1.5	1.0	2.5	1.0	100
Cumulation percentage	23.0	42.0	54.3	66.9	75.2	86.1	90.9	94.2	95.7	96.7	99.2			

TABLE 6: Average and Median Duration of Included Strikes According to Time of Strike

Year	DURATION (Days) Legal Strike Period Average	Legal Strike Period Median	During Waiting Period After Conciliation Average	During Waiting Period After Conciliation Median	During Conciliation Average	During Conciliation Median	During Negotiation Average	During Negotiation Median	During Agreement Average	During Agreement Median	Prior to Recognition or Certification Average	Prior to Recognition or Certification Median	Others Average	Others Median
1958	32	21	39	—	17	—	3	2	5	2	11	—	—	—
1959	31	15	51	—	40	—	13	3	3	3	14	2	—	—
1960	43	38	25	4	6	—	15	—	5	4	4	—	—	—
1961	60	25	5	—	28	—	4	—	6	3	6	—	14	—
1962	24	15	90	—	12	—	47	—	10	4	28	—	—	—
1963	43	25	—	—	12	—	24	—	4	3	6	—	—	—
1964	43	25	12	—	17	—	108	—	8	2	5	—	—	—
1965	30	20	37	—	53	3	18	3	6	3	9	3	6	—
1966	67	25	45	—	22	5	3	3	6	4	29	—	—	—
1967	57	20	—	21	43	—	3	—	5	4	10	—	—	—
Average for 10 years	43.0		30.4		25.0		23.8		5.8		12.2		2.0	

It is significant to note (see Table 5) that over half (54.3 per cent) of the 800 strikes included in the study had a duration of under 10 days. Two thirds were less than 20 days, three quarters less than a month and 90.9 per cent were less than three months.

It would appear from Table 6 that legal strikes tend to last 21 or 22 days; while, strikes during the collective agreement last from 2 to 4 days.

TABLE 7: Distribution of Strikes According to Duration and Numbers of Strikers by Frequency of Response

No. of Strikers	DURATION (Days) 1	2	3-5	6-10	11-20	21-30	31-60	61-90	91-120	121-150	151-180	181+	C or A	Total
1-9	4	2	10	8	6	5	8	3	2	2	2	7	3	62
10-24	23	9	19	20	16	21	14	1	7	1	—	2	1	134
25-49	20	7	14	19	18	4	7	8	3	2	1	3	1	107
50-74	11	2	15	4	7	2	6	5	1	—	—	3	—	56
75-99	13	4	12	7	6	2	8	2	2	1	—	1	—	58
100-149	11	5	20	8	7	4	6	2	5	1	1	1	—	71
150-199	10	9	21	3	6	7	8	4	2	1	2	—	1	74
200-299	11	6	11	13	9	10	8	4	2	1	—	1	2	78
300-399	13	2	2	3	4	3	7	3	—	—	1	1	—	39
400-499	1	1	5	3	8	—	3	—	1	2	1	—	—	25
500-749	3	2	7	3	5	2	2	2	1	—	—	—	—	27
750-999	1	—	2	1	2	—	3	1	—	—	—	—	—	10
1000+	6	5	12	4	7	4	6	2	—	1	—	1	—	48
No answer	2	1	1	2	1	2	1	1	—	—	—	—	—	11
Total	129	55	151	98	102	66	87	38	26	12	8	20	8	800

PLANT AND UNIT SIZE

In Table 28 "Plant Size" means the total number of employees at a plant, including the supervisory staff and the office workers. The "Unit Size" number indicates the total number of employees in a bargaining unit and not merely the union membership of that unit. Although in some large industries, such as automobile manufacturing, the unit extends to several plants, the unit size number in this column has been confined, in all cases, to those employed at the one plant involved in the strike situation.

NUMBER OF STRIKERS

"Number of Strikers" refers to those in the bargaining unit at the plant who actually went on strike. It does not include those laid off as a result of the strike. Table 8 suggests that more than half of the strikes reporting involved fewer than 100 strikers and over 70 per cent, fewer than 200.

TABLE 8: Distribution of Strikes According to Numbers of Strikers by Frequency of Response

Number of Strikers	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Total	Cum. Total	Cum. %
1-9	5	2	8	3	4	12	11	7	6	4	62	62	7.8
10-24	10	5	8	13	15	10	13	17	33	10	134	196	24.5
25-49	13	9	9	9	6	11	10	14	18	8	107	303	37.9
50-74	3	1	4	1	3	3	7	14	10	10	56	359	44.9
75-99	—	1	3	5	4	5	7	12	14	7	58	417	52.1
100-149	2	6	2	7	7	1	5	13	22	6	71	488	61.0
150-199	7	3	1	5	6	3	10	12	21	6	74	562	70.3
200-299	6	4	5	4	3	6	7	17	19	7	78	640	80.0
300-399	—	2	4	2	1	4	8	7	9	2	39	679	84.9
400-499	—	—	1	1	1	1	5	6	8	2	25	704	88.0
500-749	1	2	—	2	1	—	2	8	7	4	27	731	91.4
750-999	3	1	—	—	—	2	—	1	3	—	10	741	92.6
1000-1999	1	1	1	1	—	1	2	9	7	—	22	763	95.4
2000-2999	—	2	1	—	2	1	1	—	—	—	7	770	96.3
Over 3000	2	1	—	1	3	2	1	5	3	1	19	789	98.6
No answer	—	2	1	1	1	2	—	2	2	—	11	800	100.0

NEGOTIATION AND CONCILIATION

The figure in the "Negotiation and Conciliation" column of Table 28 indicates the elapsed time between the commencement of negotiations to the date on which the parties were free to strike or lockout. It is calculated by determining the length of time between the "notice to bargain" and the release of the conciliation board report or the decision not to appoint a board, *inclusive* of the statutory waiting period prescribed by section 54 (2) of the *Labour Relations Act*. Before September 1, 1966, that period was seven days in both cases. After that date, the period was extended to fourteen days in situations where it was decided not to appoint a board.

It should be noted that the provisions of section 85 (3) of the Act, deeming the conciliation board report or the "no board" notice to have been released on the second day after mailing, have been ignored for the purpose of calculating the time period in this column.

BEGINNING OF STRIKE

The "Beginning of Strike" column of Table 28 refers to the period from the time when it was legally permissible to strike, to the time the strike actually occurred. A minus figure indicates

that the strike commenced prior to the time it could legally have taken place. No attempt has been made to calculate this figure for strikes that occurred prior to or during conciliation.

OPERATIONS

The "Operations" column of Table 28 includes data on whether the company functioned during the strike. The degree of operations—partial, substantial or full—is based on the highest level of operation attained during the strike.

For the ten-year period, 51.2 per cent of the 789 strike situations commenting on operations stated that there was no operation. This varied from a high of 61.4 per cent in 1963 to a low of 40.2 per cent in 1964. In contrast, only 29.8 per cent reported partial operation with a high of 35.9 per cent (1964) and a low of 12.9 per cent (1963). Substantial operations accounted for 12.1 per cent, ranging from 22.8 per cent (1960) to 7.3 per cent (1958), and full operations amount to a mere 7.8 per cent, varying from 14.3 per cent (1963) to 2.7 per cent (1967) (Table 9).

Table 10 shows the number of companies operating during strikes, arranged by duration. The chart shows that about 80 per cent of the strikes in which there was some form of operation had a duration of 60 days or less.

TABLE 9: Degree of Operation by Frequency of Responses

Degree of Operation	1958 Responses by Employer No.	1958 Responses by Employer %	1958 Responses by Union No.	1958 Responses by Union %	1958 % Strike Situations	1959 Responses by Employer No.	1959 Responses by Employer %	1959 Responses by Union No.	1959 Responses by Union %	1959 % Strike Situations	1960 Responses by Employer No.	1960 Responses by Employer %	1960 Responses by Union No.	1960 Responses by Union %	1960 % Strike Situations	1961 Responses by Employer No.	1961 Responses by Employer %	1961 Responses by Union No.	1961 Responses by Union %	1961 % Strike Situations	1962 Responses by Employer No.	1962 Responses by Employer %	1962 Responses by Union No.	1962 Responses by Union %	1962 % Strike Situations
None	16	44.4	15	57.7	49.1	16	51.6	9	75.0	57.5	20	52.6	6	42.9	50.0	23	47.9	4	36.4	43.9	23	44.2	9	56.3	47.5
Partial	10	27.8	9	34.6	30.9	11	35.5	2	16.7	30.0	6	15.8	6	42.9	22.0	12	25.0	4	36.4	28.1	19	36.5	5	31.3	32.2
Substantial	4	11.1	0	—	7.3	2	6.5	1	8.3	7.5	10	26.3	1	7.1	22.0	10	20.8	2	18.2	21.1	9	17.3	1	6.2	16.9
Full	6	16.7	2	7.7	12.7	2	6.5	0	—	5.0	2	5.3	1	7.1	6.0	3	6.3	1	9.1	7.0	1	1.9	1	6.2	3.4
	36		26			31		12			38		14			48		11			52		16		
Strike situations reporting on operations			54					39					47					55					56		

Degree of Operation	1963 Responses by Employer No.	1963 Responses by Employer %	1963 Responses by Union No.	1963 Responses by Union %	1963 % Strike Situations	1964 Responses by Employer No.	1964 Responses by Employer %	1964 Responses by Union No.	1964 Responses by Union %	1964 % Strike Situations	1965 Responses by Employer No.	1965 Responses by Employer %	1965 Responses by Union No.	1965 Responses by Union %	1965 % Strike Situations	1966 Responses by Employer No.	1966 Responses by Employer %	1966 Responses by Union No.	1966 Responses by Union %	1966 % Strike Situations	1967 Responses by Employer No.	1967 Responses by Employer %	1967 Responses by Union No.	1967 Responses by Union %	1967 % Strike Situations
None	33	71.7	17	65.4	61.4	31	47.0	10	40.0	40.2	58	49.2	36	62.1	53.7	85	53.1	28	46.7	49.5	32	52.5	14	56.0	52.7
Partial	6	13.0	3	11.5	12.9	16	24.2	10	40.0	35.9	32	27.1	16	27.6	26.9	49	30.6	27	45.0	35.6	20	32.8	8	32.0	32.4
Substantial	6	13.0	3	11.5	11.4	8	12.1	3	12.0	10.9	18	15.3	4	6.9	12.5	14	8.8	4	6.7	8.2	8	13.1	2	8.0	12.2
Full	1	2.2	3	11.5	14.3	11	16.7	2	8.0	13.0	10	8.5	2	3.4	6.9	12	7.5	1	1.7	6.7	1	1.6	1	4.0	2.7
	46		26			66		25			118		58			160		60			61		25		
Strike situations reporting on operations			64					87					140					180					67		

TABLE 10: Operation According to Duration of Strike by Frequency of Response

Year	DURATION (days) 1	2	3-5	6-10	11-20	21-30	31-60	61-90	91-120	121-150	151-180	Over 180	C or A	Total
1958	1	1	4	3	3	5	5	3	1	—	—	1	—	27
1959	1	1	4	4	1	—	3	3	1	—	—	—	—	18
1960	2	—	5	3	3	1	4	3	—	—	1	—	1	23
1961	5	3	4	2	2	3	4	1	1	—	1	4	—	30
1962	4	1	5	2	7	5	3	2	—	—	2	—	—	31
1963	3	2	2	1	7	2	3	1	3	1	—	—	1	26
1964	7	6	3	3	5	6	5	1	2	6	—	3	5	52
1965	11	4	14	9	8	7	7	3	3	1	—	3	1	71
1966	15	6	22	8	9	8	12	4	5	2	2	4	—	97
1967	7	2	3	4	5	1	4	3	1	—	—	3	—	33
Total	56	26	66	39	50	38	50	24	17	10	6	18	8	408
Percentage	13.7	6.4	16.2	9.6	12.3	9.3	12.3	5.9	4.2	2.5	1.5	4.4	2.0	
Cumulative Percentage—	—	20.1	36.3	45.9	58.2	67.5	79.8	85.7	89.9	92.4	93.9	97.9	—	

From Table 11 we can see that the majority—54.6 per cent to be more specific—of strikes in which there were operations, began during the legal strike period. The percentage ranges from a high of 66.7 per cent in 1958 and 1961 to a low of 44.4 per cent in 1959 and 1965. About 26 per cent of the strikes began while the collective agreement was still in force with a high in 1959 of 33.3 per cent and a low in 1960 of 8.7 per cent. Strikes prior to recognition or certification and strikes during the waiting period account for about 7 per cent and 3 per cent of the total respectively.

Of the 407 strikes between 1958 and 1967 in which there was some form of operation, more than half involved fewer than 75 strikers, almost 80 per cent fewer than 200, and 92 per cent fewer than 400 strikers. (See Table 12).

TABLE 11: Operations According to Time of Strike by Frequency of Response

STRIKE SITUATIONS REPORTING SOME DEGREE OF OPERATIONS

	1958		1959		1960		1961		1962		1963		1964		1965		1966		1967		Total Overall	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
During legal strike period	18	66.7	8	44.4	14	61.0	20	66.7	17	54.8	17	63.0	34	65.4	32	44.4	46	47.0	19	55.9	225	54.6
During waiting period after conciliation	1	3.7	—	—	1	4.3	—	—	1	3.2	—	—	—	—	3	4.2	7	7.1	—	—	13	3.2
During conciliation	—	—	3	16.7	—	—	—	—	3	9.7	—	—	1	1.9	10	13.9	3	3.1	2	5.9	22	5.3
During negotiations	—	—		—	3	13.0	1	3.3	2	6.5	1	3.7	2	3.9	1	1.4	6	6.1	—	—	16	3.9
During agreement	5	18.6	6	33.3	2	8.7	8	26.7	5	16.1	6	22.2	11	21.2	21	29.2	31	31.6	12	35.3	107	26.0
Prior to recognition or certification	3	11.1	1	5.6	3	13.0	—	—	3	9.7	3	11.1	4	7.7	5	6.9	5	5.1	—	—	27	6.6
Other	—	—	—	—	—	—	1	3.3	—	—	—	—	—	—	—	—	—	—	—	2.9	2	.5
Total	27		18		23		30		31		27		52		72		98		34		412	

TABLE 12: Operations According to Number of Strikers by Frequency of Response

Number of Strikers	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Total	Cumulative Total	Cumulative Per cent
1-9	3	1	6	2	1	9	9	4	5	1	41	41	10.1
10-24	8	2	3	7	10	3	9	9	20	5	76	117	28.7
25-49	9	3	4	7	6	5	7	10	11	6	68	185	45.5
50-74	1	—	1	1	2	1	3	11	7	6	33	218	53.6
75-99	—	—	3	2	1	4	2	7	8	2	29	247	60.7
100-149	—	4	—	5	5	—	1	7	14	5	41	288	70.8
150-199	2	3	—	2	2	1	8	5	12	3	38	326	80.1
200-299	2	1	3	1	2	—	5	6	8	3	31	357	87.7
300-399	—	1	2	2	1	1	3	5	2	1	18	375	92.1
400-499	—	—	—	—	—	—	3	3	3	—	9	384	94.3
500-749	—	2	—	—	—	—	—	1	3	—	6	390	95.8
750-999	2	1	—	—	—	1	—	—	2	—	6	396	97.3
1000-1999	—	—	—	1	—	1	1	3	2	—	8	404	99.3
2000-2999	—	—	—	—	1	—	1	—	—	—	2	406	99.8
3000 and over	—	—	—	—	—	—	—	—	—	1	1	407	100.0
Total	27	18	22	30	31	26	52	71	97	33	407		

Note: Annual totals may be less than Tables 10 and 11 due to the fact that all responses did not include number of strikers.

METHOD OF OPERATIONS

It is obvious from Table 13 that the most common methods of operating struck plants are by supervisors (57.3 per cent) and non-strikers (46.7 per cent). Outside replacements were utilized in 29.4 per cent of the situations and almost 20 per cent used either other departments or returning strikers. About 10 per cent stated that other plants or subcontracting had been used.

TABLE 14: Degree of Engagement of Outside Replacements According to Numbers Hired and Numbers of Strikers by Frequency of Response

Number of Strikers	Percentage of Outside Replacements hired to number of Strikers 0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90-99	100+	Total
1-9		4	1		2	4	4	5	2	1	3	26
10-24	2	4	5	1	4	2	5	1	1	1	4	30
25-49	1	4	1	3	1	1	2	2	2	2	5	24
50-74	2	4	—	1	1	1	1	2	—	—	—	12
75-99	—	1	—	—	—	1	—	—	—	—	—	2
100-149	3	—	—	—	—	—	1	—	1	1	1	7
150-199	2	—	3	—	—	1	—	—	—	1	1	8
200-299	2	—	—	1	1	—	2	1	—	1	—	8
300-399	—	—	—	—	—	1	—	—	—	—	—	1
400-499	2	—	—	—	—	—	—	—	—	—	—	2
500-749	—	—	—	—	—	—	—	—	—	—	—	1
750-999	2	—	—	—	—	—	—	—	—	—	—	2
1000 and over	—	—	—	—	—	—	—	1	—	—	—	1
Total	16	17	10	6	10	11	15	12	6	7	14	124

Note: In five strike situations the paired employer and union answers differ and are included in the body of the table as individual responses.

TABLE 13: Method of Operations by Frequency of Response

	1958						1959						1960					
	Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations	
Method of Operation	No.	—	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Supervisors	15	65.2	9	64.3	23	82.1	8	53.3	3	100.0	7	41.2	13	76.5	5	71.4	15	75.0
Non-strikers	7	30.4	6	42.9	10	35.7	5	33.3	—	—	5	29.4	9	52.9	4	57.1	11	55.0
Other departments	4	17.4	—	—	4	14.3	5	33.3	3	100.0	4	23.5	4	23.5	1	14.3	4	20.0
Other plants	2	8.7	—	—	2	7.1	1	6.7	1	33.3	1	5.9	1	5.9	1	14.3	2	10.0
Returning strikers	4	17.4	6	42.9	7	25.0	3	20.0	1	33.3	3	17.6	5	29.4	2	28.6	6	30.0
Outside replacements	6	26.1	7	50.0	11	39.3	5	33.3	1	33.3	6	35.3	6	35.3	5	71.4	9	45.0
Sub-contractors	1	4.3	2	14.3	3	10.7	2	13.3	—	—	2	11.8	3	17.6	—	—	3	15.0
Number of strike situations reporting method of operations	23		14		28		15		3		17		17		7		20	

	1961						1962						1963					
	Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations	
Method of Operation	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Supervisors	16	69.6	7	100.0	20	69.0	20	74.1	3	75.0	20	71.4	15	78.9	5	55.6	18	66.7
Non-strikers	12	52.2	3	42.9	15	51.7	11	40.7	4	100.0	11	39.3	14	73.7	3	33.3	16	59.3
Other departments	9	39.1	1	14.3	8	27.6	4	14.8	—	—	4	14.3	4	21.1	1	11.1	5	18.5
Other plants	2	8.7	—	—	2	6.9	2	7.4	—	—	2	7.1	5	26.3	1	11.1	7	25.9
Returning strikers	6	26.1	1	14.3	7	24.1	7	25.9	3	75.0	9	32.1	6	31.6	1	11.1	6	22.2
Outside replacements	10	43.5	4	57.1	14	48.3	11	40.7	3	75.0	12	42.9	4	21.1	5	55.6	9	33.3
Sub-contractors	—	—	—	—	—	—	4	14.8	1	25.0	4	14.3	4	21.1	2	22.2	6	22.2
Number of strike situations reporting method of operations	23		7		29		27		4		28		19		9		27	

	1964						1965						1966					
	Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations		Responses by Employer		Responses by Union		Strike Situations	
Method of Operation	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Supervisors	31	70.5	9	56.3	35	66.0	42	71.2	19	76.0	51	71.8	52	68.4	21	55.3	65	66.3
Non-strikers	20	45.5	5	31.3	23	43.4	25	42.4	12	48.0	32	45.1	44	57.9	14	36.8	50	51.0
Other departments	14	31.8	4	25.0	18	34.0	8	13.6	2	8.0	10	14.1	13	17.1	5	13.2	17	17.3
Other plants	2	4.5	2	12.5	3	5.7	6	10.2	4	16.0	9	12.7	10	13.2	1	2.6	11	11.2
Returning strikers	7	15.9	3	18.8	8	15.1	12	20.3	3	12.0	14	19.7	12	15.8	5	13.2	14	14.3
Outside replacements	15	34.1	9	56.3	16	30.2	11	18.6	8	32.0	15	21.1	20	26.3	9	23.7	23	23.5
Sub-contractors	8	18.2	1	6.3	8	15.1	5	8.5	1	4.0	6	8.5	8	10.5	2	5.3	9	9.2
Number of strike situations reporting method of operations	44		16		53		59		25		71		76		38		98	

	1967						Total Strike Situations	
	Responses by Employer		Responses by Union		Strike Situations			
Method of Operation	No.	%	No.	%	No.	%	No.	%
Supervisors	19	67.9	8	88.9	22	64.7	232	57.3
Non-strikers	14	50.0	4	44.4	16	47.1	189	46.7
Other departments	5	17.9	2	22.2	6	17.6	80	19.8
Other plants	2	7.1	—	—	2	5.9	41	10.1
Returning strikers	2	7.1	1	11.1	3	8.8	77	19.0
Outside replacements	3	10.7	1	11.1	4	11.8	119	29.4
Sub-contractors	5	17.9	1	11.1	2	5.9	43	10.6
Number of strike situations reporting method of operations	28		9		34		405	

NOTE: The number of strike situations will not necessarily equal the total for any column because several methods of operation may have been employed in a single strike situation.
The total of strike situations involved in employer and union responses may exceed the number of strike situations reporting for the year as employer and union answers for the same strike are tabulated separately in the body of the table.

Of the 124 cases reporting outside replacements, for the years 1958 to 1967, almost three quarters involved fewer than 75 strikers. This would indicate possibly that where strikers number over 75 it is impractical to try to replace such a number with outside replacements. (See Table 14).

JOB TURNOVER

The "Job Turnover" column of Table 28 includes the total number of strikers desiring to return to their former jobs after the strike, who were displaced and those employees who found alternate employment during the strike and did not return. Table 15 relates that turnover to the number of strikers in the unit.

TABLE 15: Degree of Job Turnover According to Number of Strikers by Frequency of Response

Number of Strikers	Percentage of Job Turnover to Number of Strikers. 0-9	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80-89	90-99	100+	
1-9	—	3	1	—	1	4	1	4	1	—	5	20
10-24	5	5	3	1	1	—	5	1	1	—	8	30
25-49	7	6	3	1	2	1	—	2	—	—	2	24
50-74	7	5	3	—	2	2	—	—	—	—	—	19
75-99	6	1	3	—	—	—	—	—	—	—	—	7
100-149	12	—	3	1	—	—	—	1	1	—	1	19
150-199	12	3	1	2	1	—	—	—	—	—	1	20
200-299	8	4	1	1	1	—	—	—	1	—	1	17
300-399	4	1	1	—	—	—	—	—	—	—	—	6
400-499	2	—	1	—	—	—	—	—	—	—	—	3
500-749	6	1	—	—	—	—	—	—	—	—	—	7
750-999	3	—	—	—	—	—	—	—	—	—	—	3
1000 and over	3	1	1	—	—	—	—	—	—	—	—	5
Total	75	30	18	6	8	7	6	8	4	0	18	180*

**Note:* In ten strike situations the paired employers and union answers differ and are included in the body of the table as individual responses.

PICKETING LOCATION

The "Location" column of Table 28 indicates all the places at which picketing was carried out. Table 19 informs us that of the 613 strike situations covered in the ten-year period, 87 per cent of the employers and 86 per cent of the unions reported picketing at the employer's premises. Between 4 and 6 per cent indicate picketing at the premises of the struck employer's customers, 3 per cent, at his suppliers and between 4 and 7 per cent at his related plants.

TABLE 16: Distribution of Strikes Reporting Picketing According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	34	16	26	33	27**	32	47	64	80	30
During Waiting Period After Conciliation	1	1	2	—	2	—	1	—	9	—
During Conciliation	2	9	2	1	2	4	3	11	8	2
During Negotation	3	—	2	2	3	3	3	10	10	2
During Agreement	7	4	7*	9	6	9	10	16	33	18
Prior to Recognition or Certification	3	2	3	3	3	3	2	5	3	3
Other	—	—	—	2	—	—	—	—	—	—
Total	50	32	42	50	43	51	66	106	143	55

*In one situation "None" is reported and details are given.
**In one situation the union reports "None" but the employer reports conduct.

TABLE 17: Distribution of Strikes Reporting No Picketing According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	—	—	—	1	3	—	4	1	1	—
During Waiting Period After Conciliation	—	—	—	1	—	—	—	—	1	—
During Conciliation	—	—	1	—	1	—	—	8	2	—
During Negotation	—	—	1	—	1	—	—	1	3	—
During Agreement	—	4	4	3	10	10*	10	16	30**	11
Prior To Recognition or Certification	—	2	—	—	—	—	2	2	1	—
Other	—	—	—	—	—	—	—	1	—	—
Total	—	6	6	5	15	10	16	29	38	11

*In one case the union reports "None" and the employer reports picketing and in another, this situation is reversed.
**In two cases the employer reports "None" and the union reports picketing.

TABLE 18: Distribution of Strikes Reporting Location of Picketing According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	34	13	25	33	26	31	47	64	79	30
During Waiting Period After Conciliation	1	1	2	—	2	—	1	—	—	—
During Conciliation	2	3	2	1	2	3	2	11	8	2
During Negotation	3	6	2	2	3	3	3	10	10	2
During Agreement	7	4	6	8	6	9*	10	14	32**	18
Prior To Recognition Or Certification	3	2	3	3	3	3	2	4	3	3
Other	—	—	—	1	—	—	—	—	—	—
Total	50	29	40	48	42	49	65	103	132	55

*In one case the union reports "None" and the employer reports picketing, and in another, this stiuation is reversed.
**In two cases the employer reports "None" and the union reports picketing.

TABLE 19: Picketing According to Location by Frequency of Response

Location of Picketing	1958 Responses by Employer No.	1958 Employer %	1958 Responses by Union No.	1958 Union %	1959 Responses by Employer No.	1959 Employer %	1959 Responses by Union No.	1959 Union %	1960 Responses by Employer No.	1960 Employer %	1960 Responses by Union No.	1960 Union %	1961 Responses by Employer No.	1961 Employer %	1961 Responses by Union No.	1961 Union %	1962 Responses by Employer No.	1962 Employer %	1962 Responses by Union No.	1962 Union %
Employer's premises	34	91.9	23	92.0	23	79.3	6	85.7	31	81.6	13	92.8	41	91.1	11	84.6	38	86.4	8	72.7
Customer's Premises	2	5.4	—	—	3	10.3	—	—	3	7.9	—	—	2	4.4	1	7.7	4	9.1	1	9.1
Supplier's Premises	1	2.7	—	—	1	3.4	—	—	1	2.6	—	—	—	—	—	—	1	2.3	1	9.1
Related plants	—	—	2	8.0	2	6.9	1	14.3	3	7.9	1	7.2	2	4.4	1	7.7	1	2.3	1	9.1
Total	37		25		29		7		38		14		45		13		44		11	
Strike situations reporting location of picketing*	50				29				40				48				42			

Location of Picketing	1963 Responses by Employer No.	1963 Employer %	1963 Responses by Union No.	1963 Union %	1964 Responses by Employer No.	1964 Employer %	1964 Responses by Union No.	1964 Union %	1965 Responses by Employer No.	1965 Employer %	1965 Responses by Union No.	1965 Union %	1966 Responses by Employer No.	1966 Employer %	1966 Responses by Union No.	1966 Union %	1967 Responses by Employer No.	1967 Employer %	1967 Responses by Union No.	1967 Union %	Total Overall Employer No.	Total Overall Employer %	Total Overall Union No.	Total Overall Union %
Employer's premises	37	97.4	19	76.0	57	70.4	23	82.1	89	89.9	43	93.5	129	91.5	46	85.2	50	92.6	22	84.6	529	87.3	214	86.0
Customer's premises	1	2.6	3	12.0	10	12.3	2	7.1	5	5.0	—	—	6	4.3	2	3.7	1	1.8	1	3.8	37	6.1	10	4.0
Supplier's premises	—	—	2	8.0	6	7.4	1	3.6	2	2.0	—	—	4	2.8	2	3.7	1	1.8	1	3.8	17	2.8	7	2.8
Related Plants	—	—	1	4.0	8	9.9	2	7.1	3	3.0	3	6.5	2	1.4	4	7.4	2	3.7	2	7.7	23	3.8	18	7.2
Total	38		25		81		28		99		46		141		54		54		26		606		249	
Strike situations reporting location of picketing*	49**				65				103				132†				55							

*Annual totals may exceed "strike situations reporting location of picketing" as employer and union answers for the same strike are tabulated separately in the body of the table.

**In one situation the union reports no picketing and the employer reports picketing; in another the employer reports no picketing and the union reports picketing.

†In two situations the employer reports no picketing and the union reports picketing.

PICKETING CONDUCT

"Conduct" provides a rough and rather subjective gauge of the behaviour of picketers on the picket lines. Of the 628 situations covered in the ten-year period, 41.8 per cent of the employers' responses indicated some element of peacefulness as compared with 87.3 per cent of the union replies. Looking at the other side of the picture, 12.2 per cent of the employers' responses reported actual damage or injury, while the union average for the ten-year period was 3.4 per cent. (Table 21).

TABLE 20: Distribution of Strikes Reporting Conduct of Picketing According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	38	16	26	32	28	31	46	60	80	30
During Waiting Period After Conciliation	1	1	2	—	2	—	1	—	9	—
During Conciliation	2	9	2	1	2	4	2	11	8	2
During Negotation	3	—	2	2	3	3	3	9	10	2
During Agreement	7	4	7	9	6	6	9	16	32	18
Prior To Recognition Or Certification	3	2	3	3	3	3	2	5	3	3
Other	—	—	—	1	—	—	—	—	—	—
Total	54	32	42	48	44	47	63	101	142	55

TABLE 21: Picketing According to Conduct by Frequency of Response

Conduct of Picketing	1958 Responses by Employer No.	1958 Employer %	1958 Union No.	1958 Union %	1959 Responses by Employer No.	1959 Employer %	1959 Union No.	1959 Union %	1960 Responses by Employer No.	1960 Employer %	1960 Union No.	1960 Union %	1961 Responses by Employer No.	1961 Employer %	1961 Union No.	1961 Union %	1962 Responses by Employer No.	1962 Employer %	1962 Union No.	1962 Union %
Peaceful	18	42.9	18	69.2	12	38.7	9	75.0	13	23.2	11	73.3	21	37.5	9	81.8	19	30.6	8	57.1
Peaceful obstruction	6	14.3	5	19.2	2	6.5	1	8.3	3	5.4	1	6.7	4	7.1	—	—	3	4.8	2	14.3
Peaceful and threatened damage	1	2.4	1	3.8	1	3.2	—	—	2	3.6	—	—	1	1.8	2	18.2	—	—	—	—
Obstructions	9	21.4	—	—	9	29.0	2	16.7	14	25.0	1	6.7	11	19.6	—	—	11	17.7	—	—
Threatened damage	4	9.5	—	—	2	6.5	—	—	5	8.9	—	—	4	7.1	—	—	8	12.9	1	7.1
Threatened injury	4	9.5	1	3.8	4	12.9	—	—	8	14.3	1	6.7	5	8.9	—	—	9	14.5	1	7.1
Actual damage	—	—	1	3.8	1	3.2	—	—	8	14.3	—	—	9	16.1	—	—	8	12.9	1	7.1
Actual injury	—	—	—	—	—	—	—	—	3	5.4	1	6.7	1	1.8	—	—	4	6.5	1	7.1
	42		26		31		12		56		15		56		11		62		14	
Strike situations reporting conduct of picketing	54				32				42				48				44			

Conduct of Picketing	1963 Responses by Employer No.	1963 Employer %	1963 Union No.	1963 Union %	1964 Responses by Employer No.	1964 Employer %	1964 Union No.	1964 Union %	1965 Responses by Employer No.	1965 Employer %	1965 Union No.	1965 Union %	1966 Responses by Employer No.	1966 Employer %	1966 Union No.	1966 Union %	1967 Responses by Employer No.	1967 Employer %	1967 Union No.	1967 Union %
Peaceful	26	46.4	15	78.9	20	17.9	15	65.2	48	37.8	37	72.5	48	26.7	36	80.0	31	44.3	19	90.5
Peaceful obstruction	4	7.1	—	—	7	6.3	3	13.0	4	3.1	5	9.8	12	6.7	2	4.4	8	11.4	—	—
Peaceful and threatened damage	1	1.8	1	5.3	—	—	3	13.0	6	4.7	2	3.9	10	5.6	3	6.7	—	—	—	—
Obstructions	10	17.9	1	5.3	26	23.2	1	4.3	28	22.0	3	5.9	54	30.0	4	8.9	12	17.1	2	9.5
Threatened damage	2	3.6	—	—	16	14.3	1	4.3	15	11.8	1	2.0	14	7.8	—	—	6	8.6	—	—
Threatened injury	6	10.7	—	—	22	19.6	—	—	17	13.4	1	2.0	22	12.2	—	—	7	10.0	—	—
Actual damage	5	8.9	1	5.3	14	12.5	—	—	7	5.5	1	2.0	15	8.3	—	—	6	8.6	—	—
Actual injury	2	3.6	1	5.3	7	6.3	—	—	2	1.6	1	2.0	5	2.8	—	—	—	—	—	—
	56		19		112		23		127		51		180		45		70		21	
Strike situations reporting conduct of picketing	47				63				101				142				55			

USUAL NUMBER OF PICKETS

The "Usual" number picketing indicates the usual daily number of employee and non-employee picketers who attended at the employer's premises. Using Table 23, it can be calculated that of the 475 situations covered in the ten years, 54.9 per cent of the employers and 43.8 per cent of the unions placed the usual number of picketers under 10 and that 83 per cent of the employers and 75.8 per cent of the unions placed the number below 25.

The "Maximum" column of Table 28 indicates the daily maximum, and the "Minimum" the daily minimum number of all pickets at the employer's premises.

TABLE 22: Distribution of Strikes Reporting Usual Number of Pickets According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	26	9	18	26	19	26	41	47	67	28
During Waiting Period After Conciliation	1	—	2	—	2	—	1	—	8	—
During Conciliation	—	1	—	1	1	2	2	10	8	2
During Negotiation	2	5	1	2	2	3	2	7	5	2
During Agreement	6	3	5	7	4	4	5	12	14	14
Prior To Recognition Or Certification	3	2	1	2	3	2	2	4	1	2
Other	—	—	—	—	—	—	—	—	—	—
Total	38	20	27	38	31	37	53	80	103	48

TABLE 23: Picketing According to Usual Number of Pickets by Frequency of Response

Usual Number of Pickets	1958 Responses by Employer No.	1958 Employer %	1958 Union No.	1958 Union %	1959 Employer No.	1959 Employer %	1959 Union No.	1959 Union %	1960 Employer No.	1960 Employer %	1960 Union No.	1960 Union %	1961 Employer No.	1961 Employer %	1961 Union No.	1961 Union %	1962 Employer No.	1962 Employer %	1962 Union No.	1962 Union %
0-10	22	75.9	12	66.7	7	41.2	2	40.0	16	72.7	4	50.0	14	45.2	5	62.5	16	57.1	1	16.7
11-25	4	13.8	2	11.1	8	47.1	—	—	4	18.2	2	25.0	12	38.7	2	25.0	7	25.0	3	50.0
26-50	3	10.3	3	16.7	2	11.8	3	60.0	—	—	1	12.5	3	9.7	1	12.5	3	10.7	1	16.7
51-100	—	—	—	—	—	—	—	—	—	—	1	12.5	1	3.2	—	—	1	3.6	1	16.7
101-150	—	—	—	—	—	—	—	—	2	9.1	—	—	—	—	—	—	1	3.6	—	—
151-200	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
201-300	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
301-400	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
401-500	—	—	1	5.6	—	—	—	—	—	—	—	—	1	3.2	—	—	—	—	—	—
501-1000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
over 1000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	29		18		17		5		22		8		31		8		28		5	
Strike situations reporting usual number of pickets			38				20				27				38				31	

Usual Number of Pickets	1963 Responses by Employer No.	1963 Employer %	1963 Union No.	1963 Union %	1964 Employer No.	1964 Employer %	1964 Union No.	1964 Union %	1965 Employer No.	1965 Employer %	1965 Union No.	1965 Union %	1966 Employer No.	1966 Employer %	1966 Union No.	1966 Union %	1967 Employer No.	1967 Employer %	1967 Union No.	1967 Union %
0-10	23	79.3	6	50.0	26	55.3	6	42.9	35	49.3	15	50.0	41	46.6	9	28.1	23	52.3	7	33.3
11-25	3	10.3	3	25.0	9	19.1	6	42.9	24	33.8	6	20.0	27	30.7	16	50.0	16	36.4	9	42.9
26-50	—	—	1	8.3	8	17.0	2	14.3	7	9.9	7	23.3	13	14.8	4	12.5	2	4.5	1	4.8
51-100	2	6.9	—	—	1	2.1	—	—	5	7.0	2	6.7	4	4.5	2	6.3	2	4.5	—	—
101-150	—	—	—	—	2	4.3	—	—	—	—	—	—	3	3.4	—	—	1	2.3	1	4.8
151-200	—	—	1	8.3	—	—	—	—	—	—	—	—	—	—	1	3.1	—	—	2	9.5
201-300	—	—	1	8.3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
301-400	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
401-500	1	3.4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
501-1000	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	4.8
over 1000	—	—	—	—	1	2.1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Total	29		12		47		14		71		30		88		32		44		21	
Strike situations reporting usual number of pickets			37				53				80				103				48	

Note. Annual totals may exceed "strike situations reporting usual number of pickets" as employer and union answers for the same strike are tabulated separately in the body of the table.

LARGEST NUMBER OF PICKETS

The "Largest" column of Table 28 shows the largest number of picketers which gathered at any one time during the strike. For the ten years of the study, 503 strike situations indicated largest number. Of these 64.1 per cent of the employers and 51 per cent of the unions reported the maximum number of pickets gathered at any one time to be fewer than 50, and 83.2 per cent of the employers and 72.2 per cent of the unions reported fewer than 100. (Table 25).

TABLE 24: Distribution of Strikes Reporting Largest Number of Pickets at Any One Time According to Time of Strike by Frequency of Response

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967
During Legal Strike Period	31	11	20	25	17	26	37	50	63	28
During Waiting Period After Conciliation	1	—	1	—	3	3	1	—	5	—
During Conciliation	2	2	1	1	1	—	3	11	5	2
During Negotation	3	5	2	2	3	3	—	7	9	2
During Agreement	7	3	7	7	6	6	4	12	25	14
Prior To Recognition Or Certification	3	2	1	3	3	3	2	5	2	2
Other	—	—	—	—	—	—	—	—	—	—
Total	47	23	32	38	33	41	47	85	109	48

TABLE 25: Picketing According to Largest Number of Pickets at Any One Time by Frequency of Response

Largest Number of Pickets at Any One Time	1958 Responses by Employer No.	1958 Employer %	1958 Union No.	1958 Union %	1959 Responses by Employer No.	1959 Employer %	1959 Union No.	1959 Union %	1960 Responses by Employer No.	1960 Employer %	1960 Union No.	1960 Union %	1961 Responses by Employer No.	1961 Employer %	1961 Union No.	1961 Union %	1962 Responses by Employer No.	1962 Employer %	1962 Union No.	1962 Union %
0-10	10	31.3	4	16.7	4	21.1	—	—	9	30.0	2	28.6	7	19.4	2	18.2	7	23.3	—	—
11-25	8	25.0	4	16.7	6	31.5	2	33.3	3	10.0	3	42.8	15	41.7	1	9.0	5	16.7	3	33.3
26-50	6	18.7	6	25.0	4	21.1	1	16.7	8	26.7	1	14.3	4	11.1	4	36.4	8	26.7	—	—
51-100	3	9.4	5	20.8	2	10.5	1	16.7	5	16.7	—	—	5	13.9	2	18.2	6	20.0	5	55.6
101-150	3	9.4	2	8.3	1	5.3	—	—	2	6.7	—	—	—	—	2	18.2	—	—	—	—
151-200	2	6.2	1	4.2	2	10.5	1	16.7	—	—	—	—	2	5.6	—	—	—	—	—	—
201-300	—	—	—	—	—	—	1	16.7	1	3.3	—	—	2	5.6	—	—	1	3.3	—	—
301-400	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3.3	—	—
401-500	—	—	—	—	—	—	—	—	1	3.3	1	14.3	—	—	—	—	2	6.7	—	—
501-1000	—	—	1	4.2	—	—	—	—	1	3.3	—	—	—	—	—	—	—	—	1	11.1
over 1000	—	—	1	4.2	—	—	—	—	—	—	—	—	1	2.7	—	—	—	—	—	—
Total	32		24		19		6		30		7		36		11		30		9	
Strike situations reporting largest number of pickets at any one time	47				23				32				38				33			

Largest Number of Pickets at Any One Time	1963 Responses by Employer No.	1963 Employer %	1963 Union No.	1963 Union %	1964 Responses by Employer No.	1964 Employer %	1964 Union No.	1964 Union %	1965 Responses by Employer No.	1965 Employer %	1965 Union No.	1965 Union %	1966 Responses by Employer No.	1966 Employer %	1966 Union No.	1966 Union %	1967 Responses by Employer No.	1967 Employer %	1967 Union No.	1967 Union %
0-10	7	19.4	3	21.4	13	27.1	3	20.0	15	17.4	7	16.3	15	14.8	2	4.4	3	6.7	2	10.0
11-25	13	36.1	3	21.4	6	12.5	1	6.7	16	18.6	10	23.3	18	17.8	10	22.2	15	33.3	3	15.0
26-50	8	22.2	3	21.4	8	16.7	—	—	25	29.1	2	4.6	15	14.8	10	22.2	16	35.6	5	25.0
51-100	3	8.3	1	7.1	5	10.4	3	20.0	17	19.8	8	18.6	28	27.7	12	26.7	7	15.6	4	20.0
101-150	—	—	—	—	2	4.2	1	6.7	5	5.8	4	9.3	7	6.9	3	6.7	3	6.7	1	5.0
151-200	1	2.8	1	7.1	4	8.3	2	13.3	5	5.8	5	11.6	2	2.0	2	4.4	1	2.2	—	—
201-300	2	5.6	2	14.3	3	6.2	1	6.7	1	1.2	2	4.6	7	6.9	3	6.7	—	—	3	15.0
301-400	—	—	1	7.1	2	4.2	2	13.3	1	1.2	2	4.6	3	3.0	—	—	—	—	1	5.0
401-500	2	5.6	—	—	3	6.2	—	—	1	1.2	3	7.0	2	2.0	1	2.2	—	—	—	—
501-1000	—	—	—	—	—	—	1	6.7	—	—	—	—	3	3.0	2	4.4	—	—	—	—
over 1000	—	—	—	—	2	4.2	1	6.7	—	—	—	—	1	1.0	—	—	—	—	1	5.0
Total	36		14		48		15		86		43		101		45		45		20	
Strike situations reporting largest number of pickets at any one time	41				47				85				109				48			

Note. Annual totals may exceed "strike situations reporting largest number of pickets at any one time" as employer and union answers for the same strike are tabulated separately in the body of the table.

TABLE 26: Police Action According to Degree of Success in Maintaining Order by Frequency of Response

Police Action	1958 Responses by Employer	1958 Responses by Union	1958 Strike Situations No.	1958 Strike Situations %	1959 Responses by Employer	1959 Responses by Union	1959 Strike Situations No.	1959 Strike Situations %	1960 Responses by Employer	1960 Responses by Union	1960 Strike Situations No.	1960 Strike Situations %	1961 Responses by Employer	1961 Responses by Union	1961 Strike Situations No.	1961 Strike Situations %	1962 Responses by Employer	1962 Responses by Union	1962 Strike Situations No.	1962 Strike Situations %
Police Called...	14	7	20	41.6	10	2	11	35.5	13	1	14	35.0	21	4	25	50.0	17	1	18	39.1
Successful....	13	6	18	90.0	10	2	11	100.0	12	—	12	85.7	19	2	21	84.0	14	1	15	83.3
Unsuccessful .	—	—	—	—	—	—	—	—	1	1	2	14.3	2	2	4	16.0	3	—	3	16.7
No. response .	1	1	2	10.0	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Police not called	20	11	28	58.4	14	6	20	64.5	18	10	26	65.0	21	5	25	50.0	25	5	28	60.9
Total strike situations reporting on Police Action...		48				31				40				50				46		

Police Action	1963 Responses by Employer	1963 Responses by Union	1963 Strike Situations No.	1963 Strike Situations %	1964 Responses by Employer	1964 Responses by Union	1964 Strike Situations No.	1964 Strike Situations %	1965 Responses by Employer	1965 Responses by Union	1965 Strike Situations No.	1965 Strike Situations %	1966 Responses by Employer	1966 Responses by Union	1966 Strike Situations No.	1966 Strike Situations %	1967 Responses by Employer	1967 Responses by Union	1967 Strike Situations No.	1967 Strike Situations %	TOTALS Responses by Employer	TOTALS Responses by Union	TOTALS Strike Situations No.	TOTALS Strike Situations %
Police Called...	14	3	16	29.6	26	10	28	34.6	41	10	45	39.1	72	11	78	51.0	24	5	22	43.1	252	54	277	42.0
Successful....	14	3	16	100.0	23	9	24	85.7	36	10	40	88.8	60	11	66	84.6	24	5	22	100.0	225	49	245	88.4
Unsuccessful .	—	—	—	—	3	1	4	14.3	5	—	5	11.2	12	—	12	15.4	—	—	—	—	26	16	30	10.8
No response .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	2	0.7
Police not called	30	13	38	70.4	36	12	43	65.4	66	36	70	60.9	62	26	75	49.0	27	11	29	56.9	319	135	382	58.0
Total strike Situations reporting on Police Action...		54				71				115				153				51				659		

POLICE ACTION

The "Police Called" column of Table 28 indicates whether the police were called to maintain order. "Y" means that they were called; "N" means that they were not.

The "Police Successful" column indicates whether the police were successful in maintaining order. "Y" means that they were successful; "N" means that they were not successful.

Police were called to maintain order in 42 per cent of the 659 strike situations reporting on Police Action (Table 26) during the ten-year period of the study and had an overall success rate of 88.4 per cent.

REMEDIES

The "Remedies" column of Table 28 includes remedies sought by both employers and unions and can be divided into several main types. There are "civil proceedings" which include civil actions for damages and applications for injunctions, whether granted or not. Under the "Labour Relations Act" falls remedies such as: declarations to have strikes declared unlawful, requesting leave to prosecute, and prosecutions. "Collective agreement" includes all grievance procedures provided for by the individual collective agreements. "Criminal proceedings" would involve attempts to have penalties imposed for assault, wilful damage and such crimes. "Disciplinary action" would include reprimands, suspensions, or dismissals by an employer, or reprimands, fines, suspension or expulsions by a union.

Table 27 indicates the kinds of remedies that employers and unions resorted to, and the frequency with which specific types of remedies are used. Out of a total of 312 strike situations reporting some type of remedy, there were 111 instances of the use of civil proceedings, 86 instances of the use of procedures under the Labour Relations Act, 62 instances of the use of remedial procedures provided for in collective agreements, 69 instances of criminal proceedings and 133 instances of disciplinary action taken by an employer or union; in only 11 cases was it reported that a union imposed disciplinary measures on its members.

TABLE 27: Nature of Remedies According to Time of Strike by Frequency of Response

Year	Legal Strike Period					During Waiting Period After Conciliation					During Conciliation					During Negotiations					During Agreement					Prior to Recognition or Certification					Annual Totals				
	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action	Civil Proceedings	Lab. Rel. Act	Collective Agreement	Criminal Proceedings	Disciplinary Action
1958.....	6	1	—	—	5	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	1	4	—	3	2	1	—	—	—	9	4	4	—	8
1959.....	3	—	—	1	1	—	—	—	—	—	—	1	—	1	1	—	1	—	—	—	—	3	5	—	6	—	—	—	—	—	3	5	5	2	8
1960.....	5	1	—	6	—	—	1	1	—	1	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2	—	1	—	—	—	6	4	1	6	3
1961.....	7	—	—	7	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	3	3	2	4	—	1	1	—	—	7	5	4	9	6
1962.....	6	2	2	2	3	1	1	—	1	1	—	1	—	—	—	2	1	—	1	—	1	4	—	—	2	—	—	—	—	1	10	9	2	4	7
1963.....	4	2	—	6	3	—	—	—	—	—	—	2	—	1	—	—	1	1	—	1	—	6	2	—	10	2	1	—	—	—	6	12	3	7	14
1964.....	15	2	—	11	11	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	4	3	2	1	8	—	—	—	—	1	20	6	2	12	20
1965.....	10	2	3	10	3	1	1	—	1	—	4	5	3	2	4	1	2	2	—	1	5	9	7	—	13	1	—	—	—	—	22	18	15	13	21
1966.....	14	—	—	8	3	2	2	—	1	5	—	3	2	2	3	1	1	6	1	9	5	10	12	2	18	1	1	—	—	—	23	17	20	14	38
1967.....	2	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	2	6	6	—	5	1	—	—	—	1	5	6	6	2	8
Total....	72	10	5	52	30	4	5	1	3	7	5	13	5	7	8	4	8	9	2	13	19	46	41	5	71	7	5	1	—	3	111	86	62	69	133

TABLE 28: Labour Disputes in Ontario, 1958-1967

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1958 Strikes During Legal Strike Period:											
58001	*Retail Trade*	*195*	*32*	*30*	*30*	*L*	—	—	*Wages Un Sec*	*P*	*S*
58002	Personal and Recreational Services	106	150	50	40	L	—	—	Wages Un Sec	F	S
58003	*Primary Metal Industries*	*86*	*10000*	*7000*	*7000*	*ML*	*85*	*3*	*Wages & F.B.*	*N*	—
58004	Paper and Allied Industries	81	42	36	36	LM	24	6	Wages, Hours	F	S RS OR
58004	*Paper and Allied Industries*	*81*	*35*	*35*	*30*	*LM*	*147*	*6*	*Wages*	*P*	*S NS RS OR SC*
58005	Fruit, Vegetable, Grain Products Mfg.	71	255	195	195	LM	214	15	Language	P	S OD
58006	Personal and Recreational Services	70	65	57	16	L	—	—	Barg. Unit	F	OD RS OR
58006	*Personal and Recreational Services*	*70*	*50*	*33*	*15*	*L*	*133*	*35*	*Wages & F.B.*	*F*	*S NS OD RS OR*
58007	Textile and Knitting Industry	51	24	18	8	L	—	—	Un Security	S	S NS RS OR
58008	Retail Trade	50	1811	1161	1161	M	—	28	Job Assign.	N	—
58008	*Retail Trade*	*50*	*2400*	*1800*	*1200*	*M*	*189*	*1*	*Un Security*	*N*	—
58009	Maintenance	50	425	12	12	MLH	140	44	Wages & Hours	F	S OP OR
58010	*Primary Metal Industries*	*46*	*750+*	*750*	*750*	—	*140*	*36*	—	*P*	*S*
58011	Maintenance	41	1200	15	15	MLH	—	—	Wages & F. B.	F	S OD OP OR
58012	*Primary Metal Industries*	*40*	*150*	*200*	*150*	*M*	*210*	*93*	*Wages & F.B.*	*N*	—
58013	Machinery Manufacturing Industry	35	131	117	117	H	212	74	Wages	N	—
58014	Furniture and Fixture Mfg.	32	211	160	160	ML	105	20	Wages	N	—
58015	Miscellaneous Manufacturing Ind.	29	12	10	10	HL	—	—	Wages	S	S NS SC
58016	*Forestry*	*24*	—	*200*	*200*	*ML*	*203*	*13*	*Subcontract*	*N*	—
58017	*Miscellaneous Manufacturing Ind.*	*22*	*7*	*7*	*4*	*HM*	—	—	*Un Security*	*P*	*S NS RS OR SC*
58018	Maintenance	21	214	4	4	H	—	—	Wages	F	OD OR
58019	Electrical Products Mfg.	20	1200	1000	940	MH	191	2	Wages & F.B.	P	S NS
58020	Retail Trade	17	55	27	27	M	—	—	Wages	N	—
58020	*Retail Trade*	*17*	*50*	*30*	*30*	*M*	—	—	*Wages*	*N*	—
58021	*Wood Products Industry*	*16*	*18*	*18*	*16*	*L*	—	—	*Wages Un Sec*	*P*	*S OD RS OR*
58022	Clothing Industry	14	650	650	650	HM	—	—	Renewal Cont	N	—
58022	*Clothing Industry*	*14*	*700*	*700*	*700*	*HM*	—	—	*Renewal Cont*	*N*	—
58023	Electrical Products Mfg.	13	50	50	50	MH	—	—	Wages & F.B.	N	—
58024	*Services to Business Management*	*12*	*337*	*72*	*54*	*L*	*139*	*27*	*Wages*	*F*	*S NS OD RS*
58025	*Wood Products Industry*	*12*	—	*60*	*60*	*LM*	*229*	*2*	*Wgs. F.B. Un Sec*	*N*	—
58026	Maintenance	10	150	7	7	H	—	—	Wages	N	—
58027	Services to Business Management	9	50	40	40	M	—	—	Wages	N	—
58028	*Construction Industry*	*7*	—	*200*	*200*	*HM*	*249*	*32*	*Wages Subcont*	*N*	—
58029	*Personal and Recreational Services*	*6*	*10*	*10*	*10*	*M*	—	—	*Wages Wkg Cond*	*N*	—
58030	Utilities	6	227	204	204	LM	237	8	Wages	P†	RS
58030	*Utilities*	*6*	*227*	*204*	*204*	*LM*	*237*	*8*	*Wages*	*P†*	*RS*
58031	*Services to Business Management*	*4*	*230*	*210*	*210*	—	—	—	*Wages & F.B.*	*P*	*NS*

*Threats and injury to pickets.
†Emergency services provided by agreement.

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING									REMEDIES	
				Rate of Payment				Numbers								
								Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful			Number
—	—	—	*8*	—	—	*E*	*P*	*2*	*4*	*2*	*4*	*N*	—	——		*58001*
—	—	—	10	—	—	E	O	—	10	—	20	N	—	——		58002
—	—	—	—	—	—	*E*	*P*	*500*	*4000*	*200*	*4000*	*N*	—	*Injunction granted*		*58003*
31	10	10	6	SO	SO	E	P	6	13	3	13	Y	Y	——		58004
22	*22*	*1*	*22*	—	*SO BO BU*	*E*	*P*	*6*	*6*	*4*	*12*	*Y*	*Y*	——		*58004*
—	—	—	—	—	—	E	O TD TI	8	50	—	90	Y	Y	Injunction granted		58005
2	2	2	—	SC	SC	E	O TD	8	16	2	30	N	—	Injunction granted		58006
6	*6*	—	*9*	*SC*	*SC*	*E*	*P TI* AI**	*4*	*35*	*2*	*35*	—	—	*Strikers dismissed*		*58006*
4	4	2	—	SO	SO	E	O TD TI	5	8	10	12	Y	Y	——		58007
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——		58008
—	—	—	—	—	—	*E*	*P*	—	—	—	*100*	*Y*	—	——		*58008*
3	—	14	—	—	SC	E	O	10	—	—	10	N	N	——		58009
—	—	—	—	—	—	*E*	*P O*	—	*550*	—	*550*	*Y*	*Y*	——		*58010*
8	—	1	—	—	SC	E	P AD TI	4	7	2	7	Y	Y	——		58011
—	—	—	*18*	—	—	*E*	*P*	—	—	—	—	—	—	——		*58012*
—	—	—	—	—	—	E	TI	6	6	4	6	Y	Y	——		58013
—	—	—	—	—	—	E	P	—	—	—	—	N	—	Declaration strike unlawful withdrawn		58014
—	—	—	—	SO	—	E S	P O	4	6	3	6	N	—	Injunction granted		58015
—	—	—	—	—	—	*E*	*P*	—	—	—	*40*	*Y*	*Y*	——		*58016*
2	—	*5*	*2*	*SO*	—	*E*	*P*	*2*	*4*	*1*	*50*	*Y*	—	——		*58017*
2	—	2	—	—	SC	E	P	6	12	—	16	N	N	——		58018
—	—	—	—	SO	—	E C	P	35	50	20	50	Y	—	Expulsion of working members		58019
—	—	—	—	—	—	E	P	5	—	5	10	N	—	——		58020
—	—	—	*10*	—	—	*E*	*P*	*5*	*10*	*2*	*10*	*N*	—	——		*58020*
11	—	15	—	SO	SO	E	P	—	—	11	16	Y	—	——		58021
—	—	—	—	—	—	E	P	2	—	—	2	N	—	——		58022
—	—	—	—	—	—	*E*	*P*	*2*	—	—	*2*	*N*	—	——		*58022*
—	—	—	—	—	—	E	P O	12	17	4	50	Y	Y	——		58023
—	—	—	*7*	*SC*	—	*E*	*O AD TI*	*8*	*30*	*2*	*75*	*Y*	*Y*	*5 Dismissals*		*58024*
—	—	—	—	—	—	*E*	*P*	*50*	*60*	*50*	*60*	*N*	—	*Threats of dismissal*		*58025*
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——		58026
—	—	—	—	—	—	E	P	3	5	2	5	N	—	——		58027
—	—	—	—	—	—	*P*	*P*	*4*	*6*	*2*	*6*	*N*	—	——		*58028*
—	—	—	—	—	—	*E*	—	*10*	—	—	*10*	—	—	——		*58029*
—	—	—	—	SO	—	E	P	12	21	6	150	N	—	——		58030
—	—	—	—	*SO*	—	*E*	*P*	*12*	*21*	*6*	*150*	*N*	—	——		*58030*
—	—	—	—	*SO*	—	*E*	*P*	*35*	—	—	*125*	*N*	—	*Union discipline (fine) of non-strikers*		*58031*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
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decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
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gtd. — granted
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lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1958 Strikes During Legal Period—Continued:											
58032	Printing and Publishing	3	115	70	30	M	288	84	Wages Un Sec	P	NS
58032	*Printing and Publishing Industry*	*3*	*120*	*70*	*30*	*HL*	—	—	*Wages Un Sec*	P	*NS*
58033	Primary Metal Industries	2	18300	16250	16250	LM	166	16	Wages	N	—
58034	Meat, Dairy, Fish Products Mfg.	1	185	185	185	M	—	—	Wages	N	—
58035	*Construction Industry*	*1*	—	—	*900*	—	—	—	—	*N*	—
1958 Strikes During Waiting Period After Conciliation:											
58036	Non-Metallic Mineral Mfg.	49	46	34	34	ML	—	—	Wages	P	S OP
1958 Strikes During Conciliation:											
58037	*Wood Products Industry*	*21*	*100*	*100*	*100*	*L*	—	—	*Contract*	*N*	—
58038	*Forestry*	*13*	*200*	*200*	*200*	*L*	—	—	*Contract*	*N*	—
1958 Strikes During Negotiations:											
58039	Miscellaneous Manufacturing Ind.	3	242	190	165	M	—	—	Suspension	N	—
58040	Wholesale Trade	2	60	27	27	M	—	—	Wages	N	—
58041	Construction Industry	1	30	—	—	—	—	—	Delay	N	—
1958 Strikes During Agreement:											
58042	Metal Fabricating Industry	22	78	43	42	L	—	—	Dismissal	*P*	S NS OD
58042	*Metal Fabricating Industry*	*22*	*63*	*43*	*43*	*MH*	—	—	*Grievance*	*N*	—
58043	*Personal and Recreational Services*	*10*	*22*	*20*	*20*	*LM*	—	—	*Wages & F.B.*	*P*	*S OR*
58044	Electrical Products Manufacturing	5	7417	4085	160	—	—	—	Seniority	S	OD
58045	Retail Trade	2	20	15	15	M	—	—	Time Study	P	S
58046	Personal and Recreational Services	2	125	16	16	H	—	—	Sympathy	N	—
58047	Construction Industry	2	30	10	7	L	—	—	Steward Laid Off	N	—
58048	*Electrical Products Manufacturing*	*2*	*200*	*170*	*170*	—	—	—	*Mgt. rights*	*N*	—
58049	Metal Fabricating Industry	2	326	295	295	LH	—	—	Discipline	N	—
58049	*Metal Fabricating Industry*	*2*	*225*	*200*	*200*	*LMH*	—	—	*Discipline*	*N*	—
58050	Transportation Industry	1	60	42	42	L	—	—	Dismissal	P	S
1958 Strikes Prior to Recognition or Certification:											
58051	Chemical Industries	24	45	25	20	ML	—	—	Wages	S	S NS OR
58052	Non-Metallic Mineral Manufacturing	6	30+	30	30	M	—	—	Contract	P	S OR
58052	*Non-Metallic Mineral Manufacturing*	*6*	*30*	*30*	*30*	*H*	—	—	—	*P*	S NS
58053	Utilities	3	225	46	46	ML	—	—	Wages & Recog	P	S

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- P — partial
- S — substantial
- F — full

Method of Operation:
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- RS — striking employees returning to work
- OR — outside replacements
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Rate of Payment:
- SO — same as original rate
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- SC — same as company's final offer
- BC — better than company's final offer
- SU — same as union's final demand
- BU — better than union's final demand

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- E — employer's premises (including construction site)
- C — customers of the struck employer
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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	SO	—	E	P	10	20	5	100	Y	Y	——	58032
—	—	—	—	*SO*	—	*E*	*P*	*8*	*23*	*2*	*29*	*N*	*Y*	*Injunction granted*	*58032*
—	—	—	450	—	—	E	P	10	14	2	200	N	—	Injunction granted	58033
—	—	—	—	—	—	E	P	—	—	—	185	N	—	——	58034
—	—	—	—	—	—	—	—	—	—	—	—	*N*	—	——	*58035*
—	—	—	2	—	—	E	O	4	6	—	20	Y	Y	——	58036
—	—	—	—	—	—	*E*	*P*	—	*100*	—	*100*	*Y*	*Y*	——	*58037*
—	—	—	—	—	—	*E*	*P*	—	*200*	—	*200*	*Y*	*Y*	——	*58038*
—	—	—	—	—	—	E	P O	—	150	6	150	N	—	Declaration strike unlawful refused	58039
—	—	—	—	—	—	E	P O	4	11	4	20	N	—	——	58040
—	—	—	—	—	—	E	O	2	—	—	4	N	—	——	58041
—	—	—	—	SO	—	E	P O	10	26	4	26	Y	Y	Declaration strike unlawful withdrawn;	58042
—	—	—	—	—	—	*E*	*P O*	*30*	*40*	*6*	*65*	—	—	*Declaration strike unlawful withdrawn*	*58042*
6	—	*1*	—	*BU*	*BO BU*	*E*	*P O*	*4*	*32*	*3*	*32*	*N*	—	——	*58043*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	160 susp. (wildcat); union grv. dism.	58044
—	—	—	—	—	—	E	O	6	75	2	75	Y	Y	Grievance re unjust suspension dismissed	58045
—	—	—	—	—	—	E	P	2	—	—	2	N	—	Injunction granted	58046
—	—	—	—	—	—	E	P	14	14	14	14	N	—	Union grievance dismissed	58047
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*58048*
—	—	—	—	—	—	E	P	25	40	10	150	N	—	——	58049
—	—	—	—	—	—	*E*	*P*	*15*	*25*	*5*	*25*	*N*	—	——	*58049*
—	—	—	—	—	—	E	O TD TI	—	42	42	42	Y	Y	——	58050
3	—	3	—	SO	SO	E	P O	4	11	2	16	Y	Y	Lv. to pros. gtd.; emp'r. grv. (wildcat) dism.	58051
5	5	—	—	SO	—	C	P	—	—	—	3	Y	Y	——	58052
—	—	—	—	*SO*	—	*P*	*P*	*6*	*20*	*4*	*20*	*N*	—	*Decl'n. and lv. to pros. withdrawn*	*58052*
—	—	—	—	—	—	E	P	35	35	35	35	N	—	——	58053

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P — peaceful
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decl'n. — declaration strike unlawful
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un. — union
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w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1959 Strikes During Legal Period:											
59001	Printing and Publishing Industry	119	146	14	13	HML	—	—	Job Security	S	S NS OD OR SC
59002	Electrical Products Manufacturing	116	197	137	137	M	64	35	Wages	N	—
59002	*Electrical Products Manufacturing*	*116*	*200*	*175*	*175*	*MH*	—	—	*Wages & F.B.*	*N*	—
59003	Electrical Products Manufacturing	90	433	250	250	ML	285	53	Wages & F.B.	P	S OD
59004	Construction Industry	43	60	27	27	L	97	6	Wages	N	—
59005	Services to Business Management	42	64	14	4	M	303	5	Wages & Hours	F	NS OR
59006	*Furniture and Fixture Manufacturing*	*33*	*15*	*15*	*15*	*MH*	—	—	*F.B.*	*N*	—
59007	Construction Industry	31	120+	120	120	M	—	—	Wages Mgt. Rt.	P	S
59008	*Transportation Equipment Mfg.*	*26*	*600*	—	—	—	—	—	—	*N*	—
59009	Transportation	15	35	32	31	M	—	—	Wages	F	S NS OD RS
59010	*Metal Fabricating Industry*	*12*	—	—	—	*M*	—	—	*Wages*	*N*	——
59011	Transportation Equipment Mfg.	9	4800	4400	4400	M	164	36	Wages & F.B.	N	——
59012	*Metal Fabricating Industry*	*9*	*10*	*9*	*9*	*M*	—	—	*Wages*	*N*	——
59013	*Construction Industry*	*7*	*310+*	*310*	*310*	*M*	—	—	*Wages*	*P*	*S OD*
59014	*Textile and Knitting Industry*	*6*	*250*	*250*	*250*	*LM*	—	—	*Wages*	*N*	——
59015	Bakery, Beverage and Confectionery Mfg.	6	14	12	12	M	—	—	Wages	P	S OP
59016	Transportation Equipment Mfg.	4	235	151	151	M	217	1	Wages & F.B.	N	——
59017	Transportation Equipment Mfg.	3	3762	2919	2919	—	—	—	Contract	N	——
59018	*Bakery, Beverage and Confectionery Mfg.*	*3*	*103*	*63*	*40*	*M*	*180*	*20*	*Recognition*	*S*	*S NS RS OR*
1959 Strikes During Waiting Period After Conciliation:											
59019	*Construction Industry*	*51*	—	*850*	*850*	*H*	—	—	*Wages Sub. Cont.*	*N*	——
1959 Strikes During Conciliation:											
59020	Forestry	77	600	600	520	ML	—	—	——	P	RS
59020	*Forestry*	*77*	—	*850*	*850*	*ML*			*Wages & Recog.*	*P*	*S OD RS OR*
59021	Utilities	1	100+	100	100	—	—	—	Wages	P	S SC
1959 Strikes During Negotiations:											
59022	Transportation Equipment Mfg.	74	54	42	42	M	—	—	Wages	N	——
59023	Wholesale Trade	8	27	27	27	L	—	—	Wages	N	——
59024	*Transportation Equipment Mfg.*	*5*	*75*	*60*	*60*	*M*	—	—	*Discipline*	*N*	——
59025	Wholesale Trade	3	36	15	15	M	—	—	Wages	N	——
59026	Fruit, Vegetable, Grain Products Mfg.	2	390	320	320	LM	—	—	Wages	N	——
59027	Electrical Products Mfg.	1	6676	3795	1246	—	—	—	——	N	——
59028	Transportation Industry	1	61	43	43	M	—	—	Discipline	N	——

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Degree of Operation:
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Method of Operation:
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Picketing Location:
E — employer's premises (including construction site)
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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
2	2	60	13	SO	SO	E	P O TD AD TI	16	33	16	100	Y	Y	Injunction granted; convictions (damage)	59001
—	—	—	—	—	—	E	P O	—	—	20	30	N	—	——	59002
—	—	—	—	—	—	*P*	*P*	*30*	—	—	*175*	—	—	——	*59002*
—	—	—	46	—	—	E S P	O AD	25	75	10	200	—	—	Inj. refused; pros. (assault) withdrawn	59003
—	—	—	—	—	—	—	P	8	15	5	20	N	—	——	59004
2	2	10	2	SC	SC	E	P	2	4	3	6	N	—	——	59005
—	—	—	—	—	—	*E*	*P*	—	*5*	*3*	*5*	*Y*	*Y*	——	*59006*
—	—	—	10	SU	—	E C	P	20	—	—	20	N	—	——	59007
—	—	—	—	—	—	—	*P*	—	—	—	—	—	—	——	*59008*
—	—	—	6	SO	—	E C	O TI	—	5	—	6	Y	Y	Injunction refused	59009
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*59010*
—	—	—	—	SO	—	E	P	—	—	—	—	N	—	——	59011
—	—	—	—	—	—	—	*P*	*9*	—	—	—	*N*	—	——	*59012*
—	—	—	—	*BO*	—	—	—	—	—	—	—	*N*	—	——	*59013*
—	—	—	—	*SC*	—	*P*	*P*	*50*	*0*	*0*	*250*	*N*	—	——	*59014*
—	—	—	—	BO	—	E C P	O	—	—	—	12	—	—	——	59015
—	—	—	4	—	—	E	O	20	30	15	130	Y	Y	Union reprimand for failure to picket	59016
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	59017
5	—	*2*	*1*	*BC*	*BC*	*E*	*P*	*6*	*42*	*6*	*42*	*N*	—	——	*59018*
—	—	—	—	—	—	*E*	*P*	—	—	—	—	—	—	——	*59019*
—	—	—	—	SO	—	E	O TI	—	—	—	—	Y	Y	Decl'n. and lv. to pros. gtd.; 7 convictions (unlawful strike)	59020
5	—	*14*	*5*	*SO*	*SO*	*E*	*P O*	—	—	—	*25*	*Y*	*Y*	*Decl'n. and lv. to pros. gtd.; charges (obstruction) w/d; strikers dismissed*	*59020*
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	59021
—	—	—	—	—	—	E	P	10	20	3	50	N	—	Declaration strike unlawful refused	59022
—	—	—	—	—	—	E	P	15	20	12	20	N	—	——	59023
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*59024*
—	—	—	—	—	—	E	P	1	1	1	1	N	—	——	59025
—	—	—	—	—	—	E	P O	40	—	—	40	Y	Y	——	59026
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	59027
—	—	—	—	—	—	E	P	18	24	12	24	Y	Y	Leave to prosecute withdrawn	59028

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1959 Strikes During Agreement:											
59029	Primary Metal Industries	7	6700	5724	500	LM	—	—	Seniority	S	NS
59030	Transportation Equipment Mfg.	6	277	233	233	L	—	—	Discipline	P	S
59031	Electrical Products Mfg.	5	6151	3463	106	—	—	—	Wkg. Cond.	P	OP
59032	Construction Industry	4	56	39	39	M	—	—	Un. Security	P	OD OR
59033	Rubber Industry	3	1500	1200	185	M	—	—	Wrk. Stand.	P	NS
59033	*Rubber Industry*	*3*	*1400*	*1010*	*186*	*M*	—	—	*Wrk. Stand.*	*N*	——
59034	Transportation Industry	2	145	125	110	L	—	—	Grievances	N	——
59035	Transportation Equipment Mfg.	2	217	211	128	—	—	—	Premium Rates	P	S NS OD OR
59036	Textile and Knitting Industry	1	250	175	170	MH	—	—	Wages	N	——
59036	*Textile and Knitting Industry*	*1*	*249*	*176*	*170*	*MH*	—	—	*Wages*	*N*	——
59037	Electrical Products Mfg.	1	6688	3816	2500	—	—	—	Sympathy	N	——
59038	Utilities	1	129	80	80	—	—	—	Mgt. Rts.	N	——
1959 Strikes Prior to Recognition or Certification:											
59039	Electrical Products Mfg.	52	393	275	275	L	—	—	——	P	S
59040	*Utilities*	*3*	*42*	*11*	*11*	*LM*	—	—	*Recognition (S.89)*	*N*	——
59041	Utilities	2	—	25	25	M	—	—	Recognition (S.89)	N	——
59042	Construction Industry	1	—	—	20	H	—	—	Recognition	N	——
59042	*Construction Industry*	*1*	—	—	*6*	*H*	—	—	*Subcontract*	—	——

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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Discipline for illegal strike	59029
—	—	—	—	—	—	E	O	6	12	2	12	Y	Y	Union grievance re suspension withdrawn	59030
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Discipline (illegal strike); Union grv. dism.	59031
6	6	1	—	—	—	E	O TI	4	30	—	30	Y	Y	Company grievance withdrawn	59032
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Discipline (illegal strike); Union grv. dism.	59033
—	—	—	—	—	—	None	—	—	—	—	—	—	—	*Discipline (illegal strike); Union grv. dism.*	*59033*
—	—	—	—	—	—	E	O TD TI	—	—	—	—	—	—	Leave to prosecute withdrawn	59034
6	6	—	4	SO	SC	E	O TD	12	60	30	60	Y	Y	Strikers dismissed; emp'r. and Union grv.	59035
—	—	—	—	BO	—	None	—	—	—	—	—	N	—	——	59036
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*59036*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Discipline for illegal strike; company grievance	59037
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Declaration refused	59038
—	—	—	33	—	—	E	P	45	80	30	200	Y	Y	——	59039
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*59040*
—	—	—	—	—	—	E	P	6	25	—	25	N	—	——	59041
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	59042
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*59042*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — Obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
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dism. — dismissal or dismissed
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grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1960 Strikes During Legal Period:											
60001	Printing and Publishing Industry	A*	75	6	6	M	—	—	F.B. Hours	F	S OD RS OR
60001	*Printing and Publishing Industry*	*A**	*65*	*5*	*5*	*HM*	*290*	*52*	*Wages*	*P*	*S OD OP OR*
60002	Transportation Industry	153	14	14	8	M	—	62	Wages	S	NS
60003	Chemical Industries	121	64	49	49	M	—	—	Cont. Oper.	N	——
60004	Metal Fabricating Industry	92	110	110	105	MHL	—	—	Nat'l. Bar. Wg.	N	——
60005	*Paper and Allied Industries*	*88*	*70*	*70*	*60*	*H*	—	—	*Recognition*	*P*	*S NS RS OR*
60006	Metal Fabricating Industry	85	350	348	348	MLH	142	25	F.B.	P	S RS
60007	Printing and Publishing Industry	76	71	45	45	L	—	—	Wages & F.B.	N	——
60008	*Personal and Recreational Services*	*71*	*12*	*4*	*4*	*M*	—	—	*Wgs. wkg. cond.*	*S*	——
60009	Metal Fabricating Industry	70	90	54	54	ML	148	73	Wages & F.B.	N	——
60010	Metal Fabricating Industry	54	280	280	280	—	283	13	Wages & Un. Sec.	P	S SC
60011	Rubber Industries	53	805	717	350	ML	—	—	Wages & Un. Sec.	P	S NS RS
60011	*Rubber Industries*	*53*	*775*	*700*	*650*	*L*	—	—	*Recognition*	*P*	*OR*
60012	Miscellaneous Manufacturing Ind.	48	282	157	62	LM	240	8	Wages & F.B.	S	S NS RS OD OR
60012	*Miscellaneous Manufacturing Ind.*	*48*	*200*	*158*	*150*	*L*	—	—	*Wgs. Lang.*	*S*	*S NS RS OR*
60013	Bakery, Beverage and Confectionery Mfg.	38	65	40	40	M	—	—	Wages	N	—
60014	Non-Metallic Mineral Mfg.	36	—	11	5	M	—	—	Mgt. Rts.	S	S NS
60014	*Non-Metallic Mineral Mfg.*	*36*	*18*	*10*	*7*	*ML*	*117*	*1*	*Wgs. F.B. Recog.*	*P*	*S NS OR*
60015	*Construction Industry*	*34*	*0*	*250*	*250*	*H*	—	—	*Wages & F.B.*	*N*	—
60016	Metal Fabricating Industry	20	99	40	40	ML	—	—	Wages & F.B.	N	—
60017	Transportation Industry	15	44	26	26	M	—	—	Wages	F	S NS OR
60018	Rubber Industries	14	315	215	215	M	137	0	Contract	S	S OD
60019	*Meat, Dairy, Fish Products Mfg.*	*13*	*0*	*25*	*25*	—	—	—	*Wages*	*N*	—
60020	Transportation Equipment Mfg.	11	2350	1230	1230	H	158	24	Wages & F.B.	N	—
60021	Chemical Industries	11	83	70	70	MH	—	—	Wages	N	—
60022	Wood Products Industry	7	65	20	20	L	183	34	Wages Un. Sec.	S	S OR
60023	Wholesale Trade	5	36	16	16	L	84	32	Wgs. Sev. Pay	N	—
60024	Chemical Industries	3	81	37	35	LM	168	7	Wages	S	S NS OD
60025	Electrical Products Mfg.	2	355	277	277	ML	190	5	Wages	N	—
60026	Utilities	1	20	9	9	MH	181	27	Wages & F.B.	S	S
1960 Strikes During Waiting Period After Conciliation:											
60027	Non-Metallic Mineral Mfg.	50	18	12	12	LH	268	−5	Wages	N	—
60028	*Transportation Equipment Mfg.*	*1*	*80*	*80*	*80*	*LM*	—	—	*Wages*	*P*	*S*

*Abandoned.

KEY TO ABBREVIATIONS

Degree of Operation:
- N — none
- P — partial
- S — substantial
- F — full

Method of Operation:
- S — supervisory personnel
- NS — non-striking employees in the unit
- OD — employees from other departments of the company
- OP — employees from other plants of the company
- RS — striking employees returning to work
- OR — outside replacements
- SC — subcontracting operations

Rate of Payment:
- SO — same as original rate
- BO — better than original rate
- SC — same as company's final offer
- BC — better than company's final offer
- SU — same as union's final demand
- BU — better than union's final demand

Picketing Location:
- E — employer's premises (including construction site)
- C — customers of the struck employer
- S — suppliers of the struck employer
- P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
4	4	15	6	—	SO SC	E	P	2	—	—	6	N	—	——	*60001*
2	*2*	*21*	*5*	*SO*	*SO*	*E*	*P*	*2*	*2*	*2*	*16*	*N*	—	——	*60001*
—	—	—	6	SO	—	E	O TD AD TI	10	26	0	26	Y	Y	——	60002
—	—	—	—	—	—	E	P	6	—	—	40	—	—	——	60003
—	—	—	5	—	—	E	P	4	8	2	15	N	—	——	60004
21	*8*	*5*	*11*	*BO*	*BO*	*E*	*O AI*	*8*	*35*	*2*	*35*	*Y*	—	*Prosecution for injury to pickets dismissed*	*60005*
—	—	—	—	SC	—	E	O	15	15	15	85	Y	Y	Inj. gtd.; pros. (damage) w/d	60006
—	—	—	—	—	—	E	P O	10	60	6	60	N	—	——	60007
—	—	—	—	—	—	*E*	*P*	*24*	—	—	—	*N*	—	——	*60008*
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	*60009*
—	—	—	—	—	—	E	O TD AD TI	—	75	12	75	N	—	Injunction granted	60010
—	—	—	70	SO	—	E	O TD AD TI	150	—	—	150	Y	Y	Inj. gtd.; 3 convs. (causing disturbance)	60011
300	*300*	*15*	*110*	—	*SO*	*E*	*P O*	*72*	*400*	*40*	*450*	*Y*	—	*Inj. gtd.; 3 convs. (causing disturbance)*	*60011*
32	32	12	25	SC	SC	E	O AD TI AI	18	31	7	34	Y	Y	Conviction (causing disturbance, obstruction Police, damage)	60012
—	—	—	—	*SO*	*SO*	*E*	*P*	—	—	—	—	*N*	—	——	*60012*
—	—	—	—	—	—	E	P	4	8	0	—	*N*	—	——	*60013*
—	—	—	—	—	—	ECSP	O TD AD TI	20	250	10	250	Y	Y	Inj. ref.; decl'n. (lockout) and lv. to pros. w/d	60014
7	*7*	—	*7*	*BO*	*BO*	*E*	*P TI*	*3*	*8*	*3*	*10*	*Y*	—	*Inj. ref.; declaration lockout unlawful and lv. to pros. withdrawn; conv. (assault)*	*60014*
—	—	—	—	—	—	*E*	*P*	*4*	—	—	*4*	*N*	—	——	*60015*
—	—	—	—	—	—	*E*	P	—	—	—	—	N	—	——	60016
26	26	1	26	SO	SO	E P	AD	6	25	0	30	Y	Y	Injunction application	60017
—	—	—	—	SC	—	E	O	—	50	25	75	N	—	——	60018
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*60019*
—	—	—	—	—	—	—	P O	—	—	—	50	—	—	——	60020
—	—	—	—	—	—	E	P	—	8	3	30	N	—	——	60021
10	10	4	—	—	SC	E C	O AD TI AI	10	—	—	10	Y	Y	Prosecution (theft)	60022
—	—	—	—	—	—	E C	O AI	8	16	4	—	Y	Y	——	60023
—	—	—	—	SO	—	E	PO TI	6	33	2	33	Y	Y	——	60024
—	—	—	—	—	—	E	P	11	25	6	25	N	—	——	60025
—	—	—	—	—	—	E	P	—	—	—	—	—	—	——	60026
—	—	—	—	—	—	E	P	2	2	2	2	N	—	——	60027
—	—	—	—	—	—	*E*	*P*	*12*	*20*	*5*	—	*N*	—	——	*60028*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
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AD — actual property damage
TI — threatened personal injury
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Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
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sk. — strike
succ. — successful
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1960 Strikes During Conciliation:											
60029	Mines, Mills, Wells	14	22	22	22	LM	—	—	—	N	—
60030	Furniture and Fixture Mfg.	3	230	190	190	HM	—	—	Wages Mgt. Rts.	N	—
60030	*Furniture and Fixture Mfg.*	*3*	*205*	*205*	*205*	*MH*	—	—	*Wages & F.B.*	*N*	—
60031	*Metal Fabricating Industry*	*1*	*100*	*90*	*90*	*MH*	—	—	*Poor Supvn.*	*N*	—
1960 Strikes During Negotiations:											
60032	Construction Industry	21	100	9	7	ML	—	—	Wages Sen.	S	S NS OR SC
60033	Construction Industry	19	30	12	12	M	—	—	Recog. Cont.	P	OR
60034	Chemical Industries	5	101	76	76	—	—	—	Suspensions	S	SC
1960 Strikes During Agreement:											
60035	Construction Industry	11	330	330	330	H	—	—	Wkg. Cond.	N	—
60036	Utilities (Secon. Boycott)	8	254	5	5	—	—	—	Sec. Pickets	N	—
60037	Transportation Industry	8	31	21	21	M	—	—	—	N	—
60038	Primary Metal Industries	7	7044	5973	21	M	—	—	Chg. No Stf.	S	NS
60039	Rubber Industries	6	1139	1109	241	M	—	—	Discipline	N	—
60039	*Rubber Industries*	*6*	*1589*	*1139*	*251*	*M*	—	—	*Work. Prem.*	*N*	—
60040	Mines, Mills, Wells	4	2800	2300	2200	MHL	—	—	Safety Equip.	N	—
60041	Fruit, Vegetable, Grain Products Mfg.	3	186	124	124	MLH	—	—	Prodn. policy	N	—
60041	*Fruit, Vegetable, Grain Products Mfg.*	*3*	*120*	*90*	*85*	*LMH*	—	—	*Prodn. policy*	*P*	*NS*
60042	Transportation Industry	3	576	456	456	—	—	—	Wkg. Cond.	N	—
60043	Transportation Industry	1	28	24	17	H	—	—	Dismissal	N	—
60044	*Construction Industry*	*1*	*0*	*0*	*8*	—	—	—	—	—	—
60045	*Metal Fabricating Industry*	*1*	*400*	*300*	*300*	*MLH*	—	—	*Contract*	*N*	—
1960 Strikes Prior to Recognition or Certification:											
60046	Bakery, Beverage and Confectionery Mfg.	6	212	58	47	H	—	—	Hours	P	S NS OP RS
60047	*Electrical Products Mfg.*	*4*	—	—	—	—	—	—	*Sympathy*	*F*	—
60048	*Services to Business Management*	*3*	*40*	*27*	*27*	*L*	—	—	*Act. Invkd. (S.78)*	*P*	—

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S— substantial
F—full

Method of Operation:
S — supervisory personnel
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OD — employees from other departments of the company
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OR — outside replacements
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Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
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Picketing Location:
E — employer's premises (including construction site)
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DURING STRIKE						PICKETING									
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	—	—	—	E	O TD TI	—	—	—	10	N	—	——	60029
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	60030
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Union members reprimanded*	*60030*
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*60031*
1	1	4	—	SO	SO	E	P	2	10	2	20	N	—	——	60032
11	4	—	—	—	SO	None	—	—	—	—	—	N	—	Declaration strike unlawful withdrawn	60033
—	—	—	—	—	—	*E*	O	—	76	—	76	Y	Y	Decl'n and lv. to pros. withdrawn; employer grv. (damages) successful	60034
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	60035
—	—	—	—	—	—	E	P	5	5	2	5	—	—	——	60036
—	—	—	—	—	—	E	P O	5	—	—	10	—	—	——	60037
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	——	60038
—	—	—	—	—	—	None	O	2	—	—	20	N	—	——	60039
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	*Employees reprimanded and suspended*	*60039*
—	—	—	—	—	—	P	O AD TI	150	500	50	550	Y	U	Inj. gtd.; decl'n. gtd.; lv. to pros. w/d employees rep., susp. and dism. (wildcat)	60040
—	—	—	—	—	—	*E*	—	—	—	—	—	Y	—	——	60041
—	—	—	—	—	—	*E*	*P*	*30*	—	—	*90*	*N*	—	——	*60041*
—	—	—	—	—	—	E	O	—	456	—	456	N	—	——	60042
—	—	—	—	—	—	E	P	—	10	3	10	N	—	——	60043
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*60044*
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*60045*
—	—	—	6	SO	—	E	P AD	6	18	4	32	Y	Y	Declaration strike unlawful granted	60046
—	—	—	—	*SO*	—	*E*	*P*	—	—	—	—	*N*	—	——	*60047*
—	—	—	—	—	—	*E P*	*P*	—	*27*	—	—	*N*	—	——	*60048*

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1961 Strikes During Legal Period:											
61001	Personal and Recreational Services	349	1358	1188	1148	LM	265	47	Wages	F	S NS OP RS OR
61002	Electrical Products Mfg.	285	64	46	46	ML	125	1	Wages	P	RS OR
61003	*Electrical Products Mfg.*	*183*	—	*90*	*89*	*ML*	—	—	*Wages & F.B.*	*S*	*S NS RS OR*
61004	Transportation Industry	181	8	3	3	M	166	8	Wages	S	S OR
61004	*Transportation Industry*	*181*	*5*	*3*	*2*	*M*	*166*	*8*	*Wages & F.B.*	*P*	*S*
61005	Machinery Manufacturing Industry	160	313	300	300	MHL	—	—	Wgs. Wrk. Cond.	P	RS
61006	*Retail Trade*	*98*	*21*	*11*	*11*	*M*	—	*134*	*Wages*	*P*	*S OR*
61007	Metal Fabricating Industry	82	110	75	75	H	—	—	Wages & F.B.	N	—
61008	Metal Fabricating Industry	79	—	—	—	—	—	—	Wages	N	—
61009	*Personal and Recreational Services*	*74*	*55*	*45*	*33*	*LM*	—	*123*	*Wages & F.B.*	*S*	*S NS OR*
61010	Transportation Equipment Mfg.	60	241	156	156	MLH	110	78	Overtime	P	S OD
61011	Electrical Products Mfg.	54	253	253	253	MLH	162	1	Wages	S	S OD OR
61012	Non-Metallic Mineral Mfg.	34	152	120	120	—	—	50	Wages & F.B.	P	S NS
61013	*Non-Metallic Mineral Mfg.*	*34*	*162*	*138*	*137*	*MH*	—	—	*Mgt. Rts.*	*P*	*S*
61014	Primary Metal Industries	33	295	225	225	ML	276	2	Wages & F.B.	N	—
61015	Storage Industry	30	18	14	14	—	213	54	Wages & F.B.	N	—
61016	Transportation Industry	30	77	21	21	M	—	5	Wages	N	—
61017	*Metal Fabricating Industry*	*25*	*49*	*40*	*33*	*L*	*147*	*17*	—	*F*	*S NS OR*
61018	*Construction Industry*	*24*	—	*200*	*200*	*H*	—	—	*Wages & F.B.*	*N*	—
61019	Construction Industry	21	40	20	20	—	218	28	Wages & Recog.	P	OD
61020	Metal Fabricating Industry	21	25	15	15	MH	—	0	Wages	S	S OD
61021	Transportation Equipment Mfg.	18	100	99	98	L	—	—	Wages	N	—
61022A	Textile and Knitting Industry	17	179	168	168	L	144	7	Wages & F.B.	N	—
61022B	Textile and Knitting Industry	17	106	94	94	L	144	7	Wages & F.B.	N	—
61022C	Textile and Knitting Industry	17	672	526	526	L	144	7	Wages & F.B.	N	—
61023	Metal Fabricating Industry	12	50	40	32	L	—	—	Wages	P	S NS OD RS OR
61024	Meat, Dairy, Fish Products Mfg.	10	32	26	26	MLH	—	22	Wages & Hours	N	—
61024	*Meat, Dairy, Fish Products Mfg.*	*10*	*0*	*16*	*16*	—	—	—	*Wages*	*N*	—
61025	Chemical Industries	10	58	53	31	LMH	—	36	Wages	F	S NS OR
61026	Meat, Dairy, Fish Products Mfg.	9	—	24	24	M	—	—	Wages	P	S
61027	Transportation Equipment Mfg.	6	13280	10699	10400	MLH	92	3	Unrest	N	—
61028	Construction Industry	4	150	100	100	H	93	4	Wages	S	OR
61029	Chemical Industries	3	372	200	196	LM	—	9	Wages	N	—
61030	Utilities	2	335	211	199	LH	—	—	Seniority	F	S NS OD
61030	*Utilities*	*2*	*300*	*190*	*180*	*LM*	—	—	—	*P*	*S OD*
61031	Meat, Dairy, Fish Products Mfg.	1	175	150	125	LM	—	228	Wages	S	S NS OD RS OR
1961 Strikes During Waiting Period After Conciliation:											
61032	Leather Industries	5	125	110	110	LM	—	—	—	N	—

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Degree of Operation:
N — none
P — partial
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Method of Operation:
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OD — employees from other departments of the company
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OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
EO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
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Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
900	330	1	329	SC	SC	E P	P O TD AD TI AI	30	70	14	200	Y	—	Conviction (public mischief)	61001
38	38	140	25	—	SC	E P	O TD AD TI	20	75	12	75	Y	Y	Pros. (threatening), bond to keep peace	61002
55	*55*	*14*	*6*	—	*BO*	*E*	*P TD*	*4*	—	—	*120*	*Y*	—	*Inj. application; 6 convs.; 6 emps. dism.*	*61003*
2	0	16	—	SO	SO	E	O	4	6	2	—	Y	Y	——	61004
—	—	—	—	—	—	*E*	*P*	*2*	*3*	*2*	*4*	*N*	—	——	*61004*
—	—	—	10	BC	—	E	AD	20	200	10	200	Y	Y	1 conviction (damage)	61005
3	—	—	—	—	—	*E*	*P*	*10*	*19*	*2*	*30*	*Y*	—	*Injunction application*	*61006*
—	—	—	5	—	—	E	TD AD	15	—	—	80	Y	Y	Injunction granted	*61007*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	61008
10	*6*	—	*7*	*BC*	*BC*	*E*	*P TI*	*11*	*135*	*6*	*135*	*Y*	*Y*	*Injunction granted; Prosecution (damage) w/d.*	*61009*
—	—	—	—	—	—	E	P	6	—	—	30	Y	Y	——	61010
120	—	3	—	—	SC	E C	O AD AI	90	250	20	300	Y	—	Inj. gtd.; pros. (threats, watch—beset) w/d	61011
—	—	—	—	—	—	E	P	6	—	—	—	—	—	——	61012
—	—	—	—	—	—	*E*	*P*	*18*	*18*	*18*	*75*	*N*	—	——	*61013*
—	—	—	37	—	—	E	O	8	—	—	225	N	—	——	61014
—	—	—	—	—	—	E	O	2	7	2	7	—	—	——	61015
—	—	—	—	—	—	E	P	2	7	1	10	Y	Y	——	61016
30	*30*	—	*24*	*SO BO*	—	*E*	*P*	—	*20*	*10*	*30*	*Y*	*Y*	——	*61017*
—	—	—	—	—	—	*E C*	*P*	*2*	*6*	*2*	*6*	*N*	—	——	*61018*
—	—	—	—	SO	—	E	AD TI	—	—	—	—	Y	Y	——	61019
—	—	—	—	BO	—	E	O TD AD TI	5	15	5	15	Y	Y	——	61020
—	—	—	—	—	—	E	P	21	21	3	—	N	—	——	61021
—	—	—	—	—	—	E	P O	11	—	—	—	Y	Y	——	61022A
—	—	—	—	—	—	E	P O	11	—	—	—	Y	Y	——	61022*B*
—	—	—	—	—	—	E	P O	17	—	—	—	Y	Y	——	61022C
10	10	3	—	SC	SC	E	O TI	9	14	4	14	Y	Y	Injunction application	61023
—	—	—	—	—	—	E	P	12	15	6	15	N	—	——	61024
—	—	—	—		—	*E*	*P*	*6*	—	—	—	*N*	—	——	*61024*
31	31	10	31	SO	SO	E	O	10	25	1	30	Y	Y	Conviction (obstruction of highway)	61025
—	—	—	—	—	—	E C	P	—	—	—	20	N	—	——	61026
—	—	—	—	—	—	E	P O	500	500	100	6000	N	—	——	61027
60	20	1	100	—	SO	E	P	—	—	—	20	N	—	——	61028
—	—	—	—	—	—	E	—	—	—	—	—	N	—	——	61029
—	—	—	—	SO	—	E	P	—	—	—	—	N	—	——	61030
—	—	—	—	*SC*	—	*E P*	*P*	—	—	—	*12*	*N*	—	——	*61030*
20	—	1	—	O	O	E	O TD AD TI	8	100	2	100	Y	Y	Injunction granted; 4 prosecutions	61031
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	61032

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

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co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspenions
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1961 Strikes During Conciliation:											
61033	Transportation Equipment Mfg.	28	112	104	104	ML	—	—	Wages	N	—
1961 Strikes During Negotiation:											
61034	Utilities	5	132+	132	132	HM	—	—	Wages	P	S NS OR
61035	Non-Metallic Mineral Mfg.	3	34	29	20	M	—	—	Wages	N	—
1961 Strikes During Agreement:											
61036	*Utilities*	*36*	*35*	*35*	*35*	*L*	—	—	*Lay-Off*	*N*	—
61037	Construction Industry	11	44	39	9	H	—	—	Mgt. Rts.	N	—
61038	Non-Metallic Mineral Mfg.	8	155	155	155	M	—	—	Recognition	N	—
61039	Bakery, Beverage and Confectionery Mfg.	4	303	260	260	LM	—	—	Seniority	N	—
61039	*Bakery, Beverage and Confectionery Mfg.*	*4*	*600*	*600*	*600*	*M*	—	—	*Seniority*	*N*	—
61040	Transportation Industry	4	45	36	30	H	—	—	Discipline	P	NS
61041	Metal Fabricating Industry	3	70	70	68	ML	—	—	Discipline	P	S NS
61042	Bakery, Beverage and Confectionery Mfg.	3	752	687	406	ML	—	—	Wkg. Cond.	N	—
61043	Primary Metal Industries	2	7432	6195	9	H	—	—	Discipline	S	NS
61044	Textile and Knitting Industry	2	118	107	20	M	—	—	Job Assign.	S	NS
61045	Mines, Mills, Wells	2	625	500	500	LM	—	—	Discipline	N	—
61046	Transportation Equipment Mfg.	1	2000	2000	350	—	—	—	—	S	OP
61047	Transportation Industry	1	24+	24	24	—	—	—	—	P	S OD
61048A	Transportation Industry	1	117	99	80	ML	—	—	Sympathy	P	S
61048B	Transportation Industry	1	404	266	33	ML	—	—	Sympathy	S	—
1961 Strikes Prior to Recognition or Certification:											
61049	Construction Industry	12	20	17	17	HL	—	—	Un. Security	N	—
61050	Construction Industry	6	—	13	10	H	—	—	Un. Security	N	—
61051	Transportation Industry	1	28	23	16	M	—	—	Lay-Off	N	—
1961 Other:											
61052	Construction Industry	14	14	14	10	—	—	—	—	S	S NS RS OR

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	P	12	25	3	25	N	—	——	61033
1	—	1	—	—	—	E	P	12	—	—	12	Y	Y	——	61034
—	—	—	—	—	—	E	P	10	18	6	18	N	—	Decl'n. gtd.; employees dismissed	61035
—	—	—	—	—	—	*E*	*P*	*35*	—	—	*35*	*N*	—	——	*61036*
—	—	—	—	—	—	E	P	20	—	—	20	Y	Y	Decl'n. gtd.; lv. to pros. withdrawn	61037
—	—	—	—	—	—	E	P	8	12	4	60	N	—	——	61038
—	—	—	—	—	—	E	P	10	—	—	12	N	—	——	61039
—	—	—	—	—	—	*E*	*P*	*25*	*30*	*5*	*50*	*Y*	*Y*	*Lv. to pros. gtd.; 27 convs. (unlawful strike); employer grv. (damages)*	*61039*
—	—	—	3	SO	—	E	O	—	—	—	—	—	—	——	61040
—	—	—	—	SO	—	E	O AD	—	—	—	—	Y	Y	——	61041
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	61042
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Employees suspended (wildcat)	61043
—	—	—	—	SO	—	—	—	—	—	—	—	N	—	——	61044
—	—	—	—	—	—	E	P	4	8	4	8	N	—	Employees suspended (wildcat)	61045
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Emps. susp. and dism.; union grv. (penalty)	61046
—	—	—	—	—	—	—	P	30	—	—	—	N	—	——	61047
—	—	—	—	—	—	E	O	—	60	—	60	N	—	——	61048A
—	—	—	—	SO	—	E	P	34	—	—	35	N	—	Lv. to pros. gtd.; 32 convs. (unlawful strike); strikers susp.; employer grv. (damages)	61048B
—	—	—	—	—	—	E	P	6	8	3	8	N	—	Lv. to pros. gtd.; employer grv. withdrawn	61049
—	—	—	—	—	—	E	P	—	—	—	30	N	—	——	61050
—	—	—	—	—	—	E	P	16	16	16	16	N	—	——	61051
4	4	7	—	SO	SO	E	O	—	—	—	—	Y	Y	——	61052

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Conduct of Picketing:

P — peaceful
O — Obstruction of entrance
TD — threatened property damage
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Remedies:

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1962 Strikes During Legal Period:											
62001	Meat, Dairy, Fish Products Mfg.	84	198	160	160	—	—	114	Wages	N	—
62002	Non-Metallic Mineral Manufacturing	79	120	100	40	MH	—	—	Wages	P	S OR
62002	*Non-Metallic Mineral Manufacturing*	*79*	*120*	*89*	*87*	—	—	—	*Wages*	*P*	*S RS OR*
62003	Machinery Manufacturing Industry	71	42	42	42	H	170	22	Wages	P	S OD SC
62004	Metal Fabricating Industry	63	305	235	235	M	257	0	Wages F.B.	N	—
62005	Transportation Equipment Mfg.	58	3400	3400	2800	M	143	14	F.B.	N	—
62006	Electrical Products Manufacturing	57	198	144	144	MLH	—	—	—	P	—
62007	Transportation Industry	42	10000	7866	7866	ML	257	4	Wages & Hrs.	N	—
62008	Construction Industry	38	—	80	80	—	—	9	—	N	—
62009	Communications Industry	24	50	12	12	MH	223	9	Wages & Un. Sec.	S	S OR
62010	Leather Industries	23	160	140	140	ML	—	—	—	P	S NS
62010	*Leather Industries*	*23*	*150*	*150*	*127*	*MH*	*109*	*83*	*Wages*	*P*	*NS*
62011	Transportation Industry	21	35	19	19	ML	—	—	Wages	P	OR
62012	Utilities	20	80	40	40	H	—	—	Wages	S	S OD
62013	Meat, Dairy, Fish Products Mfg.	16	58	43	38	L	—	14	Retro-Pay	P	S NS
62013	*Meat, Dairy, Fish Products Mfg.*	*16*	—	*35*	*35*	—	—	—	*Wages*	*N*	—
62014	Tobacco Products	15	375	320	320	LMH	205	12	Hours	S	S OP RS
62015	Utilities	15	273	130	130	ML	321	17	Wages F.B.	P	S OR SC
62016	Transportation Industry	13	44	44	22	L	—	53	Dismissal	S	S NS
62017	Storage Industry	13	526	241	222	—	—	—	Wages	P	S OD RS OR
62018	Construction Industry	12	68	14	14	LM	—	—	Wages & Hours	P	S OR SC
62019	Construction Industry	7	—	5	2	H	—	31	Wages F.B.	N	—
62020	Furniture and Fixture Manufacturing	6	50	40	14	HLM	216	1	—	S	S NS
62021	Transportation Equipment Mfg.	6	4093	3237	3237	—	—	—	Contract	N	—
62022	Rubber Industries	5	1500	1200	130	MHL	204	107	Discipline	P	NS
62022	*Rubber Industries*	*5*	*1500*	*1500*	*160*	*MLH*	—	*107*	*Discipline*	*N*	—
62023	Miscellaneous Manufacturing Ind.	4	197	171	171	HM	—	9	Grievance	N	—
62024	Chemical Industries	4	47	13	13	M	295	24	Wages	F	RS OR
62025	Construction Industry	3	—	90	90	HML	181	7	Wages	N	—
62026	Transportation Equipment Mfg.	3	4547	3710	3710	MLH	—	12	Wages F.B.	N	—
62027	Retail Trade	1	160	70	70	LH	—	—	Wages	P	RS
62028	Wood Products Industry	1	—	15	—	—	—	—	Wages	N	—
62028	*Wood Products Industry*	*1*	*15*	*10*	*10*	*ML*	*124*	*13*	*Wages*	*N*	—
62029	Textile and Knitting Industry	1	240	180	170	MH	270	1	Delay	N	—
62029	*Textile and Knitting Industry*	*1*	*243*	*179*	*173*	*MHL*	—	—	*Delay*	*N*	—

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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	O	14	—	—	20	Y	Y	——	62001
28	28	28	4	—	SO	E	P	2	4	2	20	N	—	——	62002
24	*24*	*28*	—	—	*SO*	*E*	*P*	—	*4*	*2*	*20*	*N*	—	——	*62002*
4	—	40	4	SO	SO	E	P O	4	6	2	—	N	—	——	62003
—	—	—	23	—	—	E	O	15	235	10	235	N	—	——	62004
—	—	—	—	—	—	E	P O	150	300	50	500	N	—	——	62005
—	—	—	8	—	—	E	O TD AD	12	30	5	30	Y	Y	——	62006
—	—	—	800	—	—	E C S	O TD AD TI AI	—	—	—	—	Y	—	——	62007
—	—	—	—	—	—	E	P	2	3	—	3	—	—	——	62008
10	10	7	8	—	SC	E	P AD AI	6	2	—	8	Y	Y	Criminal proceedings (damages) dismissed	62009
—	—	—	2	—	—	E	O TD AD TI	5	53	5	53	—	—	Injunction granted	62010
—	—	—	—	—	—	*E*	*P*	*12*	—	—	*75*	—	—	*Injunction granted*	*62010*
1	1	—	2	SO SC	SO SC BO	E P	P TD AD TI	5	22	2	25	Y	—	2 convictions (malicious damage)	62011
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	——	62012
50	—	—	—	—	—	E	O	20	30	2	37	Y	Y	——	62013
—	—	—	—	—	—	—	*P*	—	—	—	—	*N*	—	——	*62013*
—	—	—	—	SO	—	E	O TD TI AI	—	—	—	320	Y	Y	Injunction granted	62014
6	1	3	—	—	SO	E C	P	15	100	2	100	N	—	——	62015
—	—	—	—	SO	—	E	O TD TI	—	—	—	22	Y	Y	Inj. gtd.; lv. to pros. w/d; dism. (wildcat)	62016
3	—	5	—	SO	SO	E	P	10	12	8	—	N	—	——	62017
6	—	3	—	SO	SO	E C	P	5	6	4	6	N	—	——	62018
—	—	—	—	—	—	P	E	—	—	—	—	N	—	——	62019
—	—	—	—	SO	—	E	P	3	3	3	5	N	—	——	62020
—	—	—	—	—	—	—	P	—	—	—	—	N	—	——	62021
—	—	—	—	SO	—	—	—	—	—	—	—	N	—	Suspensions for illegal strike	62022
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Suspensions for illegal strike*	*62022*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Decl'n. w/d; suspensions (illegal strike); employer grv. (damages) withdrawn	62023
9	9	14	9	—	SC	E	O TI	6	13	4	60	Y	Y	Injunction granted	62024
—	—	—	—	—	—	E	P	90	—	—	—	N	—	——	62025
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	——	62026
—	—	—	—	SO	—	E	P	—	15	6	—	N	—	Injunction refused	62027
—	—	—	—	—	—	—	P	—	—	—	—	N	—	——	62028
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*62028*
—	—	—	—	—	—	E	P	45	100	25	—	N	—	——	62029
—	—	—	—	—	—	*E*	*P*	*25*	—	—	*60*	*N*	—	——	*62029*

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1962 Strikes During Waiting Period After Conciliation:											
62030	Furniture and Fixture Mfg.	179	230	190	190	HML	—	—	Wgs. Mgt. Rts.	P	S NS RS OR SC
62030	*Furniture and Fixture Mfg.*	*179*	*200*	*200*	*200*	*MHL*	*134*	—	*Wgs. F.B. Un. Sec.*	*P*	*S NS RS OR SC*
62031	Bakery, Beverage and Confectionery	1	100	80	80	LM	—	—	—	N	—
1962 Strikes During Conciliation:											
62032	Transportation Industry	21	7	4	4	M	—	—	Retro-Pay	P	S OR
62033	Metal Fabricating Industry	2	63	41	13	L	—	—	—	—	—
62033	*Metal Fabricating Industry*	*2*	*63*	*40*	*19*	*MHL*	—	—	*Delay*	*S*	—
62034	Utilities	1	5075	2275	2225	LM	—	—	Wages & F.B.	P	NS
1962 Strikes During Negotiations:											
62035	*Leather Industries*	*155*	*450*	*385*	*191*	*LM*	—	—	*Recognition*	*F*	*S NS RS OR*
62036	Non-Metallic Mineral Mfg.	30	18	15	11	LM	—	—	Wgs. Wrk. Cond.	S	S NS OR
62037	*Meat, Dairy, Fish Products Mfg.*	*1*	*570*	*391*	*179*	*M*	—	—	*Wages*	*N*	—
62038	*Construction Industry*	*1*	—	*6*	—	—	—	—	*Contract*	*N*	—
1962 Strikes During Agreement:											
62039	Clothing Industry	41	100	75	75	LH	—	—	Wages	N	—
62039B	Clothing Industry	41	—	—	15	—	—	—	Un. Security	N	—
62040	Construction Industry	22	32	11	11	H	—	—	Sympathy	N	—
62041	Chemical Industries	8	157	131	131	LM	—	—	Mgt. Rts.	N	—
62042	*Construction Industry*	*7*	—	—	*25*	—	—	—	*F.B.*	*N*	—
62043	Fruit, Vegetable, Grain Products Mfg.	5	173	113	113	—	—	—	Prod. prac.	N	—
62043	*Fruit, Vegetable, Grain Products Mfg.*	*5*	*120*	*90*	*85*	*LM*	—	—	—	*P*	—
62044	Paper and Allied Industries	5	950	610	610	ML	—	—	Mgt. Rts.	N	—
62044	*Paper and Allied Industries*	*5*	*1500*	*700*	*700*	*HM*	—	—	*Wildcat*	*N*	—
62045	*Furniture and Fixture Mfg.*	*4*	*50*	*48*	*48*	*HM*	—	—	*Wages*	—	—
62046	Primary Metal Industries	4	10993	8883	77	H	—	—	Juris.	P	RS
62047	Transportation Industry	3	450	450	10	—	—	—	—	N	—
62048	Textile and Knitting Industry	3	510	437	27	L	—	—	Wages	S	NS
62049	Rubber Industries	3	1139	1110	100	M	—	—	Discipline	N	—
62049	*Rubber Industries*	*3*	*1589*	*1139*	*242*	*M*	—	—	*F.B.*	*N*	—
62050A	Construction Industry	3	100	30	5	H	—	—	Un. security	N	—
62050B	Construction Industry	3	100	30	5	H	—	—	Un. security	N	—
62051	Rubber Industries	1	431	341	210	HML	—	—	Discipline	S	S OD RS
62052	Utilities	1	60	54	54	L	—	—	Re helper	P	S OD
1962 Strikes Prior to Recognition or Certification:											
62053	Wood Products Industry	45	35	15	20	—	—	—	—	P	S NS OR
62054	Utilities	33	17+	17	17	MH	—	—	Recognition	P	S OP
62055	Textile and Knitting Industry	7	32	15	15	M	—	—	—	S	S NS OD

KEY TO ABBREVIATIONS

Degree of Operation:
- N — none
- P — partial
- S — substantial
- F — full

Method of Operation:
- S — supervisory personnel
- NS — non-striking employees in the unit
- OD — employees from other departments of the company
- OP — employees from other plants of the company
- RS — striking employees returning to work
- OR — outside replacements
- SC — subcontracting operations

Rate of Payment:
- SO — same as original rate
- BO — better than original rate
- SC — same as company's final offer
- BC — better than company's final offer
- SU — same as union's final demand
- BU — better than union's final demand

Picketing Location:
- E — employer's premises (including construction site)
- C — customers of the struck employer
- S — suppliers of the struck employer
- P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
50	30	45	70	SC	SC	E C	O AD TI AI	35	70	15	100	Y	—	Injunction granted; contempt proceedings	62030
52	*18*	*6*	*55*	*SO*	*SO*	*E*	*P*	*20*	*60*	*12*	*60*	*Y*	*Y*	*Inj. gtd.; lv. to pros. w/d; emps. dism. (wildcat)*	*62030*
—	—	—	—	—	—	E	P	10	—	—	10	N	—	——	62031
2	—	1	—	SU	SU	E C	AD TI	16	32	4	50	Y	Y	——	62032
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	62033
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*62033*
—	—	—	—	SO	—	E	P	—	—	—	—	N	—	Declaration strike unlawful withdrawn	62034
200	*64*	*1*	—	*SO*	*SO*	*E C S*	*O TD AD TI AI*	—	*8*	—	*500*	*Y*	*Y*	*Injunction granted; various criminal charges*	*62035*
5	5	7	11	—	SO	E	O AD TI	6	50	2	50	Y	Y	Inj. gtd.; decl'n. and lv. to pros. gtd.	62036
—	—	—	—	*SO*	—	*E*	*P O*	*8*	—	—	*12*	*N*	—	——	*62037*
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*62038*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	62039
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	62039B
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Declaration strike unlawful	62040
—	—	—	—	—	—	E	P	40	60	30	60	N	—	Declaration strike unlawful	62041
—	—	—	—	*SC*	—	*E*	*P*	—	—	—	*25*	*N*	—	*Inj. ref.; decl'n. and lv. to pros. withdrawn*	*62042*
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	——	62043
—	—	—	—	—	—	*E*	*P*	*30*	—	—	*90*	*N*	—	——	*62043*
—	—	—	—	—	—	E	P O	15	40	10	50	N	—	——	62044
—	—	—	—	—	—	*E*	*P O*	*100*	*300*	*100*	*700*	*Y*	*Y*	——	*62044*
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*62045*
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	——	62046
—	—	—	—	—	—	E	P	3	5	3	5	—	—	——	62047
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	62048
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Decl'n. and lv. to pros. withdrawn	62049
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Decl'n. w/d; employees reprimanded (wildcat)*	*62049*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	62050A
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	62050B
—	—	—	—	SO	—	E	O	—	—	—	15	Y	Y	Reprimand for unlawful strike	62051
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	—	62052
20	20	8	20	SO	SO	E	O TD TI	10	30	3	30	Y	Y	Employer discipline	62053
—	—	—	—	—	—	E	P	3	—	—	35	N	—	——	62054
—	—	—	—	BO	—	E	TD	2	—	—	2	N	—	——	62055

KEY TO ABBREVIATIONS

Conduct of Picketing:

P| — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1963 Strikes During Legal Period:											
63001	*Wholesale and Retail*	*CA*	*14*	*11*	*8*	*LM*	—	—	*Wages*	*S*	*S NS OR*
63002	Bakery, Beverage and Confectionary	349	93	70	70	L	251	5	—	N	—
63002	*Bakery, Beverage and Confectionary*	*349*	*85*	*70*	*50*	*M*	*251*	*5*	*Wages Wkg. Cond.*	*P*	*NS*
63003	Miscellaneous Manufacturing Ind.	147	92	84	79	—	—	—	Recognition	S	S NS OR
63004	Retail Trade	102	49	15	8	M	85	14	Un Security.	S	S NS RS
63004	*Retail Trade*	*102*	*20*	*12*	*9*	*HM*	*316*	*27*	*Recognition*	*S*	*S NS OP RS*
63005	*Transportation Industry*	*101*	*120*	*8*	*8*	*L*	*89*	*245*	*Wages & F.B.*	*F*	*OR SC*
63006	*Health and Welfare*	*97*	*300*	*110*	*35*	*M*	*338*	*75*	*Recog. Cont.*	*F*	*S NS OR*
63007	*Furniture and Fixture Mfg.*	*65*	*20*	*18*	*8*	*H*	*85*	*14*	*Contract*	*S*	*NS OR*
63008	Primary Metal Industries	61	150	130	130	M	—	16	Wkg. Cond.	N	—
63009	Metal Fabricating Industry	57	84	84	84	HML	144	4	Wages	P	S OD
63010	Transportation Equipment Mfg.	51	—	—	—	—	—	14	Wages	F	S NS RS OR SC
63011	Textile and Knitting Industry	39	19	11	9	L	—	25	Wages	F	S NS
63012	Wood Products Industry	38	—	400	340	M	423	4	Hours	N	—
63012	*Wood Products Industry*	*38*	—	*300*	*300*	*M*	*135*	*21*	*Wages & F.B.*	*N*	—
63013	Transportation Equipment Mfg.	35	542	395	395	MH	203	—	—	N	—
63014	Chemical Industries	30	389	263	263	MLH	191	11	Wkg. Cond.	N	—
63015	Printing and Publishing Industry	30	51	11	11	H	—	—	Juris.	N	—
63015	*Printing and Publishing Industry*	*30*	*60*	*12*	*12*	*H*	*230*	*24*	*Wages Juris.*	*P*	*S OD*
63016	Rubber Industries	29	459	400	396	M	307	11	Wages & F.B.	N	—
63016	*Rubber Industries*	*29*	*426*	*420*	*420*	—	—	—	*Wages*	*N*	—
63017	Retail Trade	25	20	13	13	M	160	21	Wages & F.B.	N	—
63017	*Retail Trade*	*25*	*16*	*10*	*10*	*M*	*162*	*21*	*Wages & F.B.*	*N*	—
63018	Transportation Industry	24	27	19	18	ML	—	—	Wages	N	—
63019	Non-Metallic Mineral Mfg.	23	292	252	252	ML	—	—	Wages Prod'n	N	—
63019	*Non-Metallic Mineral Mfg.*	*23*	*306*	*4*	—	—	—	—	*Wages Wkg. Cd.*	*N*	—
63020	Chemical Industries	21	65	26	26	ML	—	—	Wages	S	S OP
63021	Metal Fabricating Industry	21	92	75	75	LH	242	14	Recog. Cont.	N	—
63022	Electrical Products Mfg.	16	290	173	97	ML	236	12	Recognition	S	S NS OD RS SC
60323	*Primary Metal Industries*	*14*	*60*	*45*	*45*	*M*	*342*	*11*	*Wages & F.B.*	*P*	*S NS OP*
63024	Construction Industry	12	50	12	12	HM	74	1	Mgt. Rights	P	S SC
63025	Meat, Dairy, Fish Products Mfg	11	25	5	4	ML	273	16	Un. Security	F	S NS OP
63026	*Construction Industry*	*10*	*8+*	*8*	*8*	*H*	*90*	*4*	*Wages*	*F*	*S RS OR SC*
63027A	*Rubber Industries*	*9*	*561*	*461*	*461*	*LM*	—	—	*Wages*	*N*	—
63027B	*Rubber Industries*	*9*	*1850*	*1850*	—	—	—	—	*Delay*	*N*	—

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
6	*6*	—	*6*	*BC*	*BC*	*E*	*P AI*	*3*	*10*	*2*	*19*	*Y*	*Y*	*Prosecution (assault) dismissed*	*63001*
—	—	—	—	—	—	E C	P	6	70	—	100	Y	Y	——	63002
—	—	—	*2*	—	—	*E C S P*	*P*	*4*	*25*	*2*	*400*	*N*	—	——	*63002*
40	22	21	8	BO	BO	E	O AD TI AI	4	12	2	250	Y	Y	Inj. gtd.; decl'n. gtd.; 4 convs.; emps. dism.	63003
—	—	—	1	SO	—	E	P O AD TI	2	25	2	30	Y	Y	——	63004
1	*1*	—	—	*BC*	—	*E*	*P*	*25*	*8*	*1*	*30*	*N*	—	——	*63004*
6	*5*	—	—	—	*SC*	*E*	—	*2*	—	—	—	*N*	—	——	*63005*
35	*0*	*1*	—	*BU*	*BU*	*E*	*P*	*20*	—	—	—	*N*	—	——	*63006*
5	—	—	—	*BO*	—	*E*	*P*	*6*	*8*	*4*	*200*	*N*	—	——	*63007*
—	—	—	—	—	—	—	P	—	—	—	—	N	—	——	63008
—	—	—	—	—	—	E	P O	6	10	6	30	Y	Y	——	63009
—	—	—	—	SO	SO	E	O TD	—	—	—	—	Y	Y	——	63010
—	—	—	—	SC	—	E	O AD AI	10	11	5	11	Y	Y	——	63011
—	—	—	8	—	—	E	P AD	25	50	10	50	Y	Y	1 Conviction (wilful damage)	63012
—	—	—	—	—	—	*E*	*P AD*	*250*	—	—	—	*Y*	*Y*	*1 Conviction (arson/damage); members fined for crossing picket line*	*63012*
—	—	—	—	—	—	E	P	100	—	25	100	—	—	——	63013
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	63014
—	—	—	—	—	—	—	P	8	15	7	22	N	—	——	63015
—	—	—	—	*SO*	—	*E C S*	*P*	*32*	*37*	*32*	*40*	*N*	—	——	*63015*
—	—	—	—	—	—	E	P	4	12	2	25	N	—	——	63016
—	—	—	*40*	—	—	*E*	*P*	*3*	*6*	*3*	*20*	*N*	—	——	*63016*
—	—	—	—	—	—	E	P	2	—	—	—	N	—	——	63017
—	—	—	—	—	—	*E*	—	—	—	—	*10*	*N*	—	——	*63017*
—	—	—	—	—	—	E	P	4	—	—	—	N	—	——	63018
—	—	—	—	—	—	E	P	6	8	4	8	N	—	——	63019
—	—	—	—	—	—	*E*	*P*	*3*	—	—	*3*	*N*	—	——	*63019*
—	—	—	—	—	—	E	O AD TI	4	6	2	6	Y	Y	—	63020
—	—	—	—	—	—	E	P	10	20	10	20	N	—	——	63021
—	—	—	—	SC	—	E	O AD TI	14	50	7	50	Y	Y	Criminal charge (intimidation) withdrawn	63022
—	—	—	—	*BO*	—	*E*	*AD*	*20*	*45*	*10*	*45*	*Y*	*Y*	*Inj. gtd.; pros. (obstruction) withdrawn*	*63023*
—	—	—	—	—	—	E	P	4	12	—	12	N	—	Leave to prosecute withdrawn	63024
—	—	—	—	SO	—	E	O TI	5	12	5	12	Y	Y	Injunction refused	63025
6	*6*	*8*	*6*	*SC*	*BO*	*E*	*P*	—	*8*	—	*8*	*N*	—	*Injunction granted; 8 criminal charges*	*63026*
—	—	—	—	—	—	*E*	*P*	*200*	*400*	*100*	*400*	*N*	—	——	*63027A*
—	—	—	—	—	—	*E*	*P*	—	*100*	—	*100*	*N*	—	——	*63027B*

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P — peaceful
O — Obstruction of entrance
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AD — actual property damage
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AI — actual personal injury

Remedies:

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pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1963 Strikes During Legal Period—Continued:											
63028	Transportation Equipment Mfg.	8	275	218	218	M	—	—	Wages	N	—
63029	Paper and Allied Industries	5	318	230	230	LH	—	—	F.B.	N	—
63030	*Primary Metal Industries*	*5*	*7*	*7*	*7*	*H*	*66*	*27*	*Wages & Un. Sec.*	*N*	—
63031	*Construction Industry*	*4*	—	*150*	*150*	*HL*	*85*	*14*	*Wages*	*N*	—
63032	Printing and Publishing Industry	1	80	23	23	H	—	—	Wages	N	—
1963 Strikes During Conciliation:											
63033	Wood Products Industry	35	484	376	376	LM	—	—	Wages Wkg. Cond.	N	—
63033	*Wood Products Industry*	*35*	—	*600*	*600*	*ML*	—	—	*Wages & F.B.*	*N*	—
63034	Primary Metal Industries	7	350	245	245	MH	—	—	Wages F.B. Sen.	N	—
63035	Construction Industry	6	318	7	7	H	—	—	Un. Security	N	—
63036	Chemical Industries	1	414	295	295	MLH	—	—	Wkg. Cond. —	N	
1963 Strikes During Negotiations:											
63037	Transportation Equipment Mfg.	41	37	35	35	ML	—	—	Wages	N	—
63038	Primary Metal Industries	11	1000	820	820	ML	—	—	Discipline	P	RS
63038	*Primary Metal Industries*	*11*	*1150*	*950*	*950*	*ML*	—	—	*Overtime*	*N*	—
63039	Transportation	1	65	28	28	M	—	—	Wages	N	—
63040	Construction Industry	1	142	40	60	LM	—	—	Wages	N	—
63040	*Construction Industry*	*1*	—	—	—	—	—	—	*Wages*	—	—
1963 Strikes During Agreement:											
63041	Construction Industry	16	406	11	5	—	—	—	Juris.	N	—
63042	Transportation Equipment Mfg.	13	1389	1033	1033	LM	—	—	Wkg. Cond.	P	NS
63042	*Transportation Equipment Mfg.*	*13*	—	*1000*	*1000*	—	—	—	—	*N*	—
63043	*Metal Fabricating Industry*	*6*	*260*	*197*	*45*	*H*	—	—	*Wkg. Cond.*	*N*	—
63044	Transportation Equipment Mfg.	4	6060	4903	4849	—	—	—	Discipline	N	—
63045	Non-Metallic Mineral Mfg.	4	45	45	45	M	—	—	Discipline	N	—
63046	Transportation Equipment Mfg.	4	251	188	188	L	—	—	Mgt. Rights	N	—
63047	Construction Industry	3	410	25	20	H	—	—	Juris.	N	—
63048	Primary Metal Industries	3	11101	9801	750	MH	—	—	F.B.	N	—
63048	*Primary Metal Industries*	*3*	*12000*	*9500*	*900*	*ML*	—	—	*F.B. Mgt. Rts.*	*N*	—

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Degree of Operation:
N — none
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Method of Operation:
S — supervisory personnel
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OR — outside replacements
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Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING									
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	—	—	—	E	P	20	25	10	35	N	—	Employees reprimanded	63028
—	—	—	—	—	—	E	P	20	20	20	20	N	—	——	63029
—	—	—	—	—	—	*E C*	*P*	*2*	*5*	*1*	*7*	*N*	—	——	*63030*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*60031*
—	—	—	—	SO	—	E	P	—	23	—	23	N	—	——	63032
—	—	—	—	SO	—	E	P	6	8	6	8	N	—	——	63033
—	—	—	—	—	—	*E*	*P*	—	—	—	*12*	—	—	——	*63033*
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	Declaration strike unlawful withdrawn	63034
—	—	—	—	—	—	*E*	*P*	*6*	—	—	*7*	*N*	—	*Decl'n. and lv. to pros. gtd.; convictions*	*63035*
—	—	—	—	—	—	—	P	—	414	—	414	N	—	——	63036
—	—	—	—	—	—	E	P	10	21	2	21	—	—	——	63037
—	—	—	—	SO	—	—	—	—	—	—	—	—	—	Discipline (refusal to work); union grv.	63038
—	—	—	—	—	—	—	—	—	—	—	—	*N*	—	*Company grievance (damages) withdrawn*	*63038*
—	—	—	—	—	—	E	P O	7	9	4	9	N	—	Declaration strike unlawful withdrawn	63039
—	—	—	—	—	—	E	O	7	7	7	50	N	—	——	63040
—	—	—	—	—	—	—	*P*	—	—	—	—	—	—	——	*63040*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Decl'n. and lv. to pros. gtd.; conviction (unlawful strike)	63041
—	—	—	—	SO	—	E	P O	100	250	50	250	Y	Y	Employee disciplined (illegal strike)	63042
—	—	—	—	—	—	*E*	*P*	—	—	—	*100*	*N*	—	*Emps. dism. and susp. (illegal strike); union grv. (penalties) successful*	*63042*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*63043*
—	—	—	—	—	—	E	P	—	—	—	200	N	—	Employee suspended for illegal strike	63044
—	—	—	—	SO	—	E	P	—	—	—	45	N	—	Employee suspended for illegal strike	63045
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Employees disciplined (refusal to work)	63046
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	63047
—	—	—	—	—	—	E	P	25	50	15	50	N	—	Decl'n. w/d; emps. disc. (wildcat); employer grv. (illegal strike) w/d	63048
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Decl'n w/d; emps. disc. (wildcat); employer grv. (illegal strike) w/d*	*63048*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
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Remedies:

app. — application
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gtd. — granted
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lv. to pros. — leave to prosecute
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pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1963 Strikes During Agreement—Continued:											
63049	Metal Fabricating Industry	3	—	29	20	H	—	—	Wkg. Cond.	N	—
63050	Bakery, Beverage and Confectionery	3	31	21	21	M	—	—	Wkg. Cond.	F	S
63051	Construction Industry	2	450	45	45	H	—	—	Recognition	N	—
63052	Machinery Manufacturing Industry	2	279	151	151	HM	—	—	—	S	S
63053	Primary Metal Industries	2	7669	5834	43	LM	—	—	Seniority	F	NS
63053	*Primary Metal Industries*	*2*	—	*120*	—	—	—	—	*Seniority*	*N*	—
63054	Utilities	1	428	32	29	H	—	—	Recognition	N	—
63055	Transportation Equipment Mfg.	1	5771	4597	2282	—	—	—	—	N	—
63056	Transportation Equipment Mfg.	1	6060	4903	4582	—	—	—	Wkg. Cond.	N	—
63057	Transportation Industry	1	—	78	70	M	—	—	Discipline	N	—
63058	Transportation Equipment Mfg.	1	5933	5013	76	ML	—	—	Wages	S	NS
63059	Electrical Products Mfg.	1	4486	2682	35	M	—	—	Mgt. Rts.	F	S NS OD OP RS
63059	*Electrical Products Mfg.*	*1*	*5300*	*3100*	*2900*	*H*	—	—	*Mgt. Rts.*	*N*	—
63060	*Construction Industry*	*1*	—	*10*	*10*	*M*	—	—	—	*N*	—
1963 Strikes Prior to Recognition or Certification:											
63061	Maintenance	15	13	4	2	M	—	—	Recognition	F	S NS
63062	Printing and Publishing Industry	3	14	7	7	LM	—	—	Wages & F.B.	P	S OD OR SC
63063	Services to Business Management	1	501	25	19	M	—	—	Recognition	P	NS OR

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OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
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Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
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DURING STRIKE						PICKETING									
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	5	—	—	None	—	—	—	—	—	—	—	Decl'n. and lv. to pros. granted	63049
—	—	—	—	—	—	E	P	4	21	4	21	Y	Y	——	63050
—	—	—	—	—	—	E	—	450	—	—	450	N	—	Decl'n. and lv. to pros. granted; conviction (unlawful strike)	63051
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Declaration strike unlawful withdrawn	63052
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees disciplined (illegal strike)	63053
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	*Employees reprimanded*	*63053*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	63054
—	—	—	—	—	—	E	—	—	—	—	—	N	—	Employees disciplined (wildcat)	63055
—	—	—	—	—	—	E	—	—	—	—	—	N	—	Employees suspended (wildcat)	63056
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	63057
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees reprimanded	63058
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Employees suspended (wildcat)	63059
—	—	—	—	*SO*	*SO*	*E*	*P*	—	—	—	*300*	—	—	*Decl'n application; employees suspended*	*63059*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*63060*
—	—	—	—	SO	—	E	P O	2	60	2	60	Y	Y	Injunction granted	63061
2	1	7	5	—	SO	E C S	O TD TI	5	7	2	15	Y	Y	Inj. gtd.; decl'n and lv. to pros. gtd.	63062
—	—	1	—	—	SO	E	P	—	—	—	17	N	—	——	63063

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS	
										Degree	Method
1964 Strikes During Legal Period:											
64001	Printing and Publishing Industry	CA*	14	7	6	HML	—	—	Juris. Lang.	F	S NS OD OR
64002A	Printing and Publishing Industry	CA*	1900	287	285	H	559	30	Automation	F	S OD RS OR SC
64002A	*Printing and Publishing Industry*	*CA**	*260*	*260*	*258*	*H*	—	—	*Aut'n/Wkg. Cond.*	*F*	*S NS OD OR SC*
64002B	Printing and Publishing Industry	CA*	1250	239	238	—	559	30	Automation	F	S OD RS OR SC
64002C	Printing and Publishing Industry	CA*	978	171	171	H	559	30	Automation	F	S OD RS OR SC
64003	Printing and Publishing Industry	CA*	225	20	16	H	93	44	—	F	S OR
64003	*Printing and Publishing Industry*	*CA**	—	*13*	*13*	*H*	*126*	*43*	*Contract*	*S*	*S OR*
64004	Utilities	231	8	4	4	H	356	18	Recognition S.89	P	S NS OR
64005	Metal Fabricating Industry	198	273	197	123	ML	268	5	Wages Un. Sec.	F	S NS OD RS OR
64005	*Metal Fabricating Industry*	*198*	*225*	*185*	*125*	*MHL*	*25*	*13*	*Wages Un. Sec.*	*F*	*S NS RS OR*
64006	*Transportation Equipment Mfg.*	*140*	*19*	*14*	*9*	—	*962*	*66*	*Wages F.B. Un. Sec.*	*P*	*NS OR*
64007	Rubber Industries	134	337	273	140	LM	179	79	Wages F.B.	S	S NS RS OR
64007	*Rubber Industries*	*134*	*320*	*273*	*209*	*L*	*179*	*79*	*Wages Un. Sec.*	*S*	*RS OR*
64008	Transportation Equipment Mfg.	133	550	500	400	L	—	4	Wages	F	NS RS OR
64009	Non-Metallic Mineral Mfg.	130	205	180	180	—	213	3	F.B.	S	S OR SC
64009	*Non-Metallic Mineral Mfg.*	*130*	—	*180*	*180*	*HML*	—	—	*Wages*	*P*	*S OD OP OR*
64010	Primary Metal Industries	129	18	14	14	M	—	—	Wages Un. Sec.	P	S NS RS OR
64010	*Primary Metal Industries*	*129*	*18*	*14*	*14*	*M*	*254*	*12*	*Wages*	*P*	*NS OR*
64011	Metal Fabricating Industry	123	60	48	48	MH	97	12	Wages & F.B.	P	S OD OR SC
64012	Wood Products Industry	112	35	18	18	MH	—	—	Wages	P	S OD OR SC
64013	Transportation Industry	78	39	39	34	LM	—	—	Wages	P	S
64014	Electrical Products Mfg.	60	372	322	322	ML	192	1	Wages & F.B.	N	—
64014	*Electrical Products Mfg.*	*60*	*400*	*325*	*325*	*ML*	*192*	*1*	*Wages & F.B.*	*N*	—
64015	Transportation Equipment Mfg.	56	90	70	70	L	—	—	Wages	N	—
64015	*Transportation Equipment Mfg.*	*56*	*45*	*30*	*30*	*L*	—	—	*Wages*	*N*	—

*Continuing or abandoned.

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Method of Operation:
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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
1	—	1	—	SO	SO	E C S	O TD AD TI AI	—	500	—	500	—	—	Injunction granted; leave to prosecute granted; 6 convictions (assault)	64001
195	—	7	—	SU	SC	E C S P	O TD AD TI AI	50	150	20	500	Y	Y	Inj. gtd.; conv. (theft, assault, disturbing peace); non-supporting members disc.	64062A
—	—	—	—	*BC*	*BO*	*E C P*	*P AI*	—	—	—	*4000*	*Y*	*Y*	*Injunction granted; non-supporting members fined and expelled*	*64002A*
160	—	—	—	SU	SU	E C S P	O TD AD TI AI	40	200	30	1000	Y	Y	Inj. gtd.; conv. (theft, assault, damage); non-supporting members fined	64002B
100	—	7	—	SU	SU	E C S P	O TD AD TI AI	50	150	20	500	Y	Y	Inj. gtd.; conv. (theft, assault, damage); non-supporting members disciplined	64002C
20	20	1	20	—	SO	E	O TD AD	2	8	2	8	N	—	——	64003
—	—	—	—	—	—	*E*	*P O*	*2*	*4*	*1*	*12*	*N*	—	——	*64003*
3	1	—	1	—	—	E	P	4	4	4	4	N	—	Employees dismissed (wildcat)	64004
108	104	4	101	SC	SC	E	O AD TI	4	4	4	55	Y	—	Injunction granted; 6 convictions (contempt)	64005
150	*150*	*35*	*145*	*SC*	*SC*	*E*	*P*	—	—	—	*100*	—	—	*Inj. gtd.; conv.; emps. dismissed*	*64005*
—	—	*10*	—	—	—	*E*	*P*	*2*	*3*	*2*	—	—	—	——	*64006*
129	129	1	100	SC	SC	E	O TD AD TI	32	70	10	165	Y	Y	Inj. gtd.; emps. causing damage dismissed	64007
205	*5*	*7*	*103*	*BO*	*BO*	*E*	*P*	*12*	*190*	*6*	*190*	*Y*	*Y*	*Inj. gtd.; pros. (injury to picket) dism.*	*64007*
100	100	5	100	SO	SO	*E C S P*	O TD AD TI AI	10	18	8	400	Y	Y	Injunction granted; 33 convictions (assault)	64008
172	108	68	58	SO	—	E P	O AD TI AI	5	60	2	100	Y	Y	Injunction granted; conviction (assault)	64009
40	*40*	*90*	*40*	—	—	E C S P	*P*	*20*	*40*	*10*	*150*	*Y*	*Y*	*Injunction granted; leave to prosecute granted; 5 convictions (assault); employees dismissed*	*64009*
3	3	1	—	SC	SC	E	O TD TI	6	6	6	—	Y	Y	——	64010
—	—	*30*	*14*	*SO*	*SO*	*E*	*P*	—	—	—	—	*N*	—	——	*64010*
20	6	90	—	—	BO	E	O TD AD TI	6	14	4	18	Y	Y	Injunction granted	64011
12	11	1	2	—	SC	E C	O TI	12	18	3	20	Y	Y	——	64012
—	—	—	—	—	—	E C S P	P	6	10	4	30	N	—	2 Union members reprimanded, 1 expelled	64013
—	—	—	—	—	—	E	P	10	50	2	50	N	—	——	64014
—	—	—	—	—	—	*E*	*P*	*30*	*325*	*10*	*325*	*N*	—	——	*64014*
—	—	—	—	—	—	E	O AD TI	25	40	18	40	Y	Y	Inj. gtd.; pros. (damage) withdrawn	64015
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*Y*	*Y*	*Injunction granted*	*64015*

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1964 Strikes During Legal Period—Continued:											
64016	Electrical Products Mfg.	46	679	532	532	L	176	12	Wages & F.B.	N	—
64017	Construction Industry	41	38	4	4	M	—	4	Wages	P	S
64018	Metal Fabricating Industry	41	266	214	162	M	227	—	Wages/Un. Sec.	N	—
64018	*Metal Fabricating Industry*	*41*	*275*	*211*	*171*	*L*	*227*	*79*	*Un. Sec.*	*N*	—
64019	Metal Fabricating Industry	35	250	195	181	M	—	—	Wages	P	S NS OD RS
64020	Bakery, Beverage and Confectionery	32	15	10	10	M	—	59	—	F	S OR
64021	Electrical Products Mfg.	34	690	52	52	LHM	272	29	Wages & Hrs.	P	S
64022	Wood Products Industry	34	500	410	410	ML	170	1	Wages	N	—
64023	Metal Fabricating Industry	30	243	200	200	H	112	17	Wages	P	SC
64024	Primary Metal Industries	26	2100	330	330	H	210	9	Wages	S	S
64024	*Primary Metal Industries*	*26*	*2100*	*362*	*362*	—	*210*	*7*	*Wages/Un. Sec.*	*S*	*S OD*
64025	Electrical Products Mfg.	25	375	315	315	L	248	1	—	P	S
64025	*Electrical Products Mfg.*	*25*	*375*	*300*	*300*	*L*	*248*	*1*	*Wages & Lang.*	*P*	*S*
64026	Transportation Equipment Mfg.	24	229	156	156	HM	102	3	Wages	N	—
64027	*Retail Trade*	*21*	*17*	*14*	*14*	*M*	*248*	*25*	*Wages*	*P*	*S*
64028	*Paper and Allied Industries*	*20*	*317*	*203*	*203*	*LM*	*189*	*10*	*Wages & F.B.*	*P*	*S*
64029	Chemical Industries	16	550	450	450	HM	139	24	Automation	S	S OD OP
64029	*Chemical Industries*	*16*	*545*	*455*	*455*	*HL*	—	—	*Automation*	*P*	*S OD OR*
64030	*Electrical Products Mfg.*	*13*	*260*	*197*	*192*	*M*	*216*	*65*	*Contract*	*P*	*S NS OD RS*
64031	Construction Industry	13	—	50	50	L	146	22	Wages	N	—
64031	*Construction Industry*	*13*	—	*50*	*50*	*LM*	*148*	*22*	*Wages & F.B.*	*N*	—
64032	*Textile and Knitting Industry*	*12*	*547*	*437*	*433*	*M*	—	—	*Wages & F.B.*	*P*	*S*
64033	Construction Industry	11	24	2	2	H	—	—	Monetary	P	S SC
64034	Metal Fabricating Industry	9	210	165	10	M	—	133	Hours	N	—
64035	Wood Products Industry	9	15	7	7	H	128	4	Wages	N	—
64036	Retail Trade	8	90	47	35	HL	252	55	Contract	P	S NS OP
64037	Construction Industry	8	—	24	24	HL	155	33	Wages	N	—
64038	Metal Fabricating Industry	7	50	35	35	LM	219	7	Wages & F.B.	N	—
64039	Electrical Products Mfg.	7	624	377	377	HLM	140	7	Wages	N	—
64040	*Construction Industry*	*7*	*13*	*11*	*11*	*M*	—	—	*Wages*	*F*	—
64041	Utilities	6	—	389	389	LM	258	38	Wages	N	—
64042	Utilities	6	215	94	94	LM	359	25	Wages	N	—
64043	Metal Fabricating Industry	5	188	172	172	H	201	9	F.B. Un. Sec.	N	—
64043	*Metal Fabricating Industry*	*5*	*210*	*160*	*160*	*MH*	*201*	*9*	*Wages/Language*	*N*	—

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DURING STRIKE						PICKETING									REMEDIES	
				Rate of Payment				Numbers								
								Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful			Number
—	—	—	2	—	—	E	P O	20	—	—	125	Y	—	Inj. gtd.; pros. (trespass, mischief) w/d		64016
—	—	—	2	—	—	E	P	—	—	—	2	N	—	——		64017
—	—	—	—	—	—	E	O TD TI AI	8	125	4	125	Y	—	——		64018
—	—	—	—	—	—	*E*	*P O TI*	*14*	*320*	*14*	*700*	*Y*	*Y*	——		*64018*
1	1	—	20	BO	—	E	P	6	9	6	180	N	—	——		64019
—	1	1	1	SO	SO	E P	—	5	9	—	12	—	—	——		64020
—	—	—	—	—	—	E	P	8	45	2	45	N	—	——		64021
—	—	—	—	—	—	E	O TD	20	100	2	100	—	—	Injunction granted		64022
—	—	—	5	—	—	E	O TI	10	125	2	—	Y	Y	Drivers pros. (hitting picket) dismissed		64023
—	—	—	—	—	—	E	P O	—	—	—	300	Y	Y	Injunction granted		64024
—	—	—	1	—	—	*E*	*O TD*	—	—	—	*200*	*Y*	*Y*	*Injunction granted*		*64024*
—	—	—	38	—	—	E	O TD AD TI	10	350	4	350	Y	Y	Injunction granted; conviction (assault)		64025
—	—	—	—	—	—	*E*	*P O*	*33*	*70*	*8*	*250*	*Y*	*Y*	*Inj. gtd.; conv. (obstruction, disturbance)*		*64025*
—	—	—	—	—	—	E	P	30	200	4	200	N	—	——		64026
—	—	—	—	—	—	*E*	*P*	*8*	*10*	*4*	—	*Y*	*Y*	——		*64027*
—	—	—	—	—	—	*E*	*P*	*10*	—	—	*15*	*Y*	*Y*	——		*64028*
—	—	—	—	—	—	E	O TD TI	100	300	50	300	Y	—	Injunction granted		64029
3	—	*1*	—	—	—	*E*	*P O*	*12*	*400*	*12*	*400*	*Y*	*Y*	*Injunction granted*		*64029*
—	—	—	*4*	*SO*	—	*E*	*P O TI*	*25*	*140*	*10*	*170*	*Y*	—	*Injunction granted*		*64030*
—	—	—	—	—	—	E	P	50	—	—	—	N	—	——		64031
—	—	—	—	—	—	*E*	*P*	*2*	*2*	*2*	*4*	*N*	—	——		*64031*
—	—	—	—	—	—	*E*	*P*	*10*	—	—	*10*	*N*	—	——		*64032*
—	—	—	—	SO	—	—	—	—	—	—	—	—	—	——		64033
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees suspended for unlawful strike		64034
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——		64035
—	—	—	—	SO	—	E	O TD AD TI	13	39	3	—	Y	Y	——		64036
—	—	—	—	—	—	E C	P	24	—	—	—	Y	Y	——		64037
—	—	—	—	—	—	E	P	6	25	4	32	N	—	——		64038
—	—	—	—	—	—	—	—	—	—	—	—	N	—	Employees suspended (wildcat)		64039
—	—	—	1	—	—	*E*	*P*	*4*	—	—	—	*N*	—	——		*64040*
—	—	—	—	—	—	E	TI	15	—	—	25	Y	Y	——		64041
—	—	—	—	—	—	E P	P	—	—	—	90	Y	—	——		64042
—	—	—	—	—	—	E	P	6	6	4	6	N	—	——		64043
—	—	—	—	—	—	*E*	*P*	*12*	*20*	*8*	*80*	*N*	—	——		*64043*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
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decl'n. — declaration strike unlawful
disc. — discipline
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grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1964 Strikes During Legal Period—Continued:											
64044	*Construction Industry*	*5*	*200*	*200*	*200*	*H*	*129*	*11*	*Wages*	*N*	—
64045	Retail Trade	4	110	75	75	HL	311	2	Wages/Un. Sec.	N	—
64046	Bakery, Beverage and Confectionery	3	205	175	175	M	—	10	Wages & F.B.	N	—
64047	Construction Industry	2	70	21	10	H	148	12	Wages	P	S NS OD
64048	Miscellaneous Manufacturing Ind.	2	93	69	69	L	—	—	—	P	S
64049	Textile and Knitting Industry	1	525	455	48	ML	—	3	Hours	S	NS
64050	*Meat, Dairy, Fish Products Mfg.*	*1*	*32*	*22*	*10*	—	—	*30*	—	*N*	—
64051	Storage Industry	1	34	34	34	HM	—	—	Dismissal	N	—
64052	*Metal Fabricating Industry*	*1*	*8500*	*7400*	*476*	*M*	—	*120*	—	*S*	*S*
1964 Strikes During Waiting Period After Conciliation:											
64053	Transportation Equipment Mfg.	20	18415	15000	14900	MHL	—	−6	—	N	—
64054	Transportation Equipment Mfg.	3	18323	14908	20	L	—	−6	Speed Neg's	N	—
1964 Strikes During Conciliation:											
64055	Construction Industry	50	20	7	1	H	—	—	—	P	S NS
64056	Chemical Industries	1	799	549	320	MLH	—	—	Grievance	N	—
64057	Transportation Equipment Mfg.	1	550	500	300	L	—	—	Wages	N	—
1964 Strikes During Negotiations:											
64058	Retail Trade	320	—	5	5	M	—	—	—	F	S
64059	Transportation Industry	2	28	10	8	L	—	—	—	F	NS OD OR
64060	Metal Fabricating Industry	1	120	100	100	ML	—	—	Delay	N	—
1964 Strikes During Agreement:											
64061	Construction Industry	98	65	50	50	—	—	—	Un. Security	P	OD OR
64062	Printing and Publishing Industry	16	12	12	12	H	—	—	Lay-Off	N	—
64063	Construction Industry	10	200	50	50	HM	—	—	Language	N	—
64064	Transportation Industry	9	94	87	87	M	—	—	Subcontract	N	—
64065	Construction Industry	6	250	230	230	HM	—	—	Juris.	N	—
64066	Chemical Industries	4	88	88	88	—	—	—	Job assing.	N	—
64067	Construction Industry	4	15+	15	15	M	—	—	Mgt. Rts.	P	S OD RS
64068	Electrical Products Mfg.	3	6303	3469	75	H	—	—	Conditions	P	OD OP

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OP — employees from other plants of the company
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OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
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P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*64044*
—	—	—	—	—	—	E	P	8	—	—	—	N	—	——	64045
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	64046
—	—	—	—	SO	—	E	P	—	—	—	5	N	—	——	64047
—	—	—	4	—	—	E	P	20	40	5	50	Y	Y	——	64048
—	—	—	—	SO	—	—	—	—	—	—	—	N	—	——	64049
—	—	—	—	*BC*	—	*E*	*P*	*24*	—	—	—	*N*	—	——	*64050*
—	—	—	—	—	—	E	P O	5	6	3	6	N	—	——	64051
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*64052*
—	—	—	—	—	—	E	P O	1500	1500	200	7000	N	—	——	64053
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Employees suspended (wildcat)*	*64054*
—	—	—	—	SO	—	E	P O	6	7	6	7	N	—	Inj. gtd.; emp'r. grv. (unlawful strike)	64055
—	—	—	—	—	—	—	—	150	200	—	200	Y	—	——	64056
—	—	—	—	—	—	E	O	—	300	—	300	N	—	——	64057
—	—	—	—	—	—	E	O	3	5	—	—	—	—	——	64058
8	8	—	8	SO	SO	E	O TD TI	4	8	2	—	Y	Y	Inj. gtd.; decl'n.; lv. to pros. gtd.; pros. dism.	64059
—	—	—	—	—	—	E	P	—	—	—	—	N	—	Employees suspended for illegal strike	64060
6	—	—	—	—	—	None	—	—	—	—	—	—	—	Decl'n. and lv. to pros. w/d; union members fined and suspended	64061
—	—	—	—	—	—	E C	P O	5	8	3	8	Y	—	——	64062
—	—	—	6	—	—	None	—	—	—	—	—	N	—	Inj. gtd.; decl'n. and lv. to pros. w/d; employer grievance (damages)	64063
—	—	—	1	—	—	E C	O AD	12	35	8	35	Y	Y	Inj. gtd.; decl'n. and lv. to pros. w/d; employer grievance (damages)	64064
—	—	—	—	—	—	E	P	—	—	—	4	N	—	Inj. gtd.; contempt proceedings dismissed	64065
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	64066
—	—	—	—	SO	—	E	O TD TI	2	10	—	10	N	—	Injunction granted	64067
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees suspended (wildcat)	64068

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1964 Strikes During Agreement—Continued:											
64069	Primary Metal Industries	2	7746	5846	158	H	—	—	Wkg. Cond.	F	S NS
64069	*Primary Metal Industries*	*2*	—	—	—	—	—	—	*Wkg. Cond.*	—	—
64070	Transportation Equipment Mfg.	2	1498	1101	1101	LM	—	—	Dismissal	P	NS
64070	*Transportation Equipment Mfg.*	2	—	*1200*	*1200*	—	—	—	—	*N*	—
64071	Chemical Industries	2	243	172	172	HML	—	—	Suspension	P	NS
64072	Transportation Equipment Mfg.	1	430	305	301	L	—	—	Discipline	N	—
64073	*Construction Industry*	*1*	—	*70*	*70*	*H*	—	—	*Mgt. Rts.*	*N*	—
64074	Electrical Products Mfg.	1	6341	3495	20	—	—	—	Wages	P	OD OP
64075	Transportation Equipment Mfg.	1	3400	3400	297	M	—	—	Wkg. Cond.	P	OP
64076	Transportation Equipment Mfg.	1	4400	3900	38	M	—	—	Un. Security	S	OP
64077	Chemical Industries	1	1916	1551	44	M	—	—	Discipline	N	—
64077	*Chemical Industries*	*1*	*2000*	*1550*	*40*	*M*	—	—	*Discipline*	*N*	—
64078	Electrical Products Mfg.	1	412	277	131	—	—	—	F.B.	N	—
64079	Transportation Equipment Mfg.	1	6407	5207	2074	—	—	—	News Release	P	NS
64080	Metal Fabricating Industry	1	80	71	40	L	—	—	Lay-off	P	S NS RS
64081	Primary Metal Industries	1	165	165	78	L	—	—	Discipline	N	—
64082	Transportation Equipment Mfg.	1	717	632	632	HLM	—	—	Overtime	—	—
1964 Strikes Prior to Recognition or Certification:											
64083	Paper and Allied Industries	7	50	30	25	L	—	—	Wages	S	S NS OR
64084	Construction Industry	5	10	10	9	M	—	—	Wages Un. Sec.	N	—
64085	Fruit, Vegetable, Grain Products Mfg.	5	2083	1348	7	M	—	—	—	P	NS
64086	Construction Industry	3	—	—	70	—	—	—	Recognition	N	—
64086	*Construction Industry*	*3*	—	—	—	—	—	—	—	*P*	*NS*

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DURING STRIKE						PICKETING										
				Rate of Payment				Numbers								
								Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	3	SO	—	None	—	—	—	—	—	N	—	Employees suspended and dismissed (wildcat)	64069
—	—	—	—	—	—	—	—	—	—	—	—	*N*	—	*Employees reprimanded, suspended and dismissed (wildcat)*	*64069*
—	—	—	—	SO	—	E	P O	30	—	—	30	Y	Y	Employees reprimanded (wildcat)	64070
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	*Employees dismissed*	*64070*
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees reprimanded	64071
—	—	—	—	—	—	E	P	—	—	—	—	—	—	——	64072
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*64073*
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	64074
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Employees suspended	64075
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees suspended	64076
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	64077
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*64077*
—	—	—	—	—	—	E	O	131	—	—	131	N	—	Employees reprimanded	64078
—	—	—	—	—	—	—	—	—	—	—	—	N	—	——	64079
—	—	—	—	SO	—	E	O TI	32	52	24	52	Y	Y	——	64080
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	64081
—	—	—	—	—	—	E	—	—	—	—	—	—	—	——	64082
6	4	2	—	SO	SO	None	—	—	—	—	—	N	—	——	64083
—	—	—	—	—	—	E	TI	6	9	3	9	N	—	——	64084
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Employees suspended	64085
—	—	—	—	—	—	E	P	1	—	—	—	—	—	——	64086
—	—	—	—	—	—	*E*	*P*	—	—	—	*2*	N	—	— —	*64086*

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Legal Period:											
65001	Miscellaneous Manufacturing Ind.	CA*	60	40	28	L	163	1	F.B.	S	S NS OR
65001	*Miscellaneous Manufacturing Ind.*	*CA**	*55*	*43*	*38*	—	*163*	*1*	*F.B.*	*F*	*S NS OR*
65002	Electrical Products Mfg.	224	85	67	67	ML	190	18	Wages	F	RS OR
65003	*Machinery Manufacturing Industry*	*182*	*51*	*27*	*22*	*MH*	*109*	*78*	—	*S*	*S NS OR*
65004	Storage Industry	141	16	9	5	L	176	13	Wgs. Un. Sec.	S	S NS OD OR
65005	Metal Fabricating Industry	140	1516	1206	1206	LM	137	30	Wages F.B.	N	—
65005	*Metal Fabricating Industry*	*140*	*1100*	*1100*	*1100*	*LM*	*137*	*30*	*Wages & F.B.*	*N*	—
65006	*Metal Fabricating Industry*	*118*	—	*168*	*168*	*HM*	*126*	*1*	*Wages*	*N*	—
65007	Chemical Industries	103	120	100	80	L	227	84	Un. Sec.	S	S NS RS OR
65007	*Chemical Industries*	*103*	*120*	*81*	*74*	*L*	—	—	—	*S*	*NS OR*
65008	Non-Metallic Mineral Mfg.	98	165	109	109	LM	225	9	Wages	F	S
65008	*Non-Metallic Mineral Mfg.*	*98*	*165*	*105*	*105*	*LM*	*232*	*4*	*Wgs. F.B. Un. Sec.*	*P*	*S NS SC*
65009	Non-Metallic Mineral Mfg.	98	13	12	12	LM	31	4	Wages	N	—
65009	*Non-Metallic Mineral Mfg.*	*98*	*15*	*12*	*12*	*M*	*31*	*4*	*Wgs. F.B. Un. Sec.*	*N*	—
65010	Metal Fabricating Industry	89	9	6	5	ML	112	26	Wgs. F.B. Recog.	P	S NS
65010	*Metal Fabricating Industry*	*89*	*6*	*6*	*5*	*MH*	—	—	*Wgs. Un. Sec.*	*S*	*S NS*
65011	Utilities	74	183	142	142	HL	612	15	Security, Wages	S	S OD
65012	Electrical Products Mfg.	72	449	318	318	L	148	30	—	P	S
65013	Transportation Equipment Mfg.	70	370	276	272	LM	—	—	Wgs. Wkg. Cond.	N	—
65014	Metal Fabricating Industry	57	146	93	93	MH	—	84	Wages F.B.	N	—
65015	Metal Fabricating Industry	48	106	92	92	LM	95	249	F.B.	P	S
65016	Transportation Equipment Mfg.	41	1641	1175	1175	LM	66	44	Wages	N	—
65016	*Transportation Equipment Mfg.*	*41*	—	*1200*	*1200*	*M*	*52*	*52*	*Wages F.B. Lang*	*N*	—
65017	Transportation Equipment Mfg.	39	7800	6944	6944	M	110	56	—	N	—
65018	Metal Fabricating Industry	38	89	65	57	ML	100	122	Wages	P	S RS OR SC
65018	*Metal Fabricating Industry*	*38*	*80*	*65*	*65*	*LH*	*122*	*2*	*Wages*	*P*	*S OR RS*
65019	*Transportation Equipment Mfg.*	*38*	*45*	*26*	*19*	*MLH*	*206*	*1*	*Wgs. Un. Sec.*	*P*	*S NS OR*
65020	Bakery, Beverage and Confectionery Mfg.	35	1017	429	429	ML	—	—	Wages	N	—
65020	*Bakery, Beverage and Confectionery Mfg.*	*35*	*1150*	*424*	*424*	*LM*	*190*	*29*	*Wages & F.B.*	*N*	—
65021	Petroleum and Coal Products Industry	30	36	16	16	HM	—	—	Wages	S	S
65022	Transportation Equipment Mfg.	30	7733	4772	4772	MH	107	13	Wages F.B.	N	—
65023	Transportation Equipment Mfg.	28	209	209	209	L	—	—	Wages	N	—
65024	Electrical Products Mfg.	27	700	550	550	L	123	4	Wgs. Cont.	N	—
65024	*Electrical Products Mfg.*	*27*	*600*	*480*	*480*	*LHM*	*123*	*4*	*Wgs. F.B. Sen.*	*N*	—

*Continuing or Abandoned

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DURING STRIKE						PICKETING								REMEDIES	
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								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
18	—	1	—	SC SU	SC SU	E	O TD AD TI AI	40	—	—	400	Y	Y	Inj. gtd.; lv. to pros. ref.; conv. (disturb.)	65001
25	—	*3*	—	*SC SU*	*SC SU*	*E*	*P O*	*12*	—	—	*400*	*Y*	*Y*	*Injunction granted; leave to prosecute refused*	*65001*
55	55	10	35	SC	SC	E C S P	O TD AD TI	10	90	7	90	Y	Y	——	65002
6	*6*	*7*	*22*	*SC*	*SC*	*E*	*P TI AI*	*8*	*16*	*8*	*20*	*N*	—	*Conviction (assault)*	*65003*
2	2	12	5	SO	SO	E C	P TD AD TI	6	8	5	90	Y	Y	——	65004
—	—	—	—	—	—	E	P	12	32	8	100	N	—	——	65005
—	—	—	—	—	—	*E*	*P*	*40*	—	—	*40*	*N*	—	——	*65005*
—	—	—	—	—	—	*E*	*P*	—	*100*	*20*	—	*N*	—	*Pros. against truck driver dism.*	*65006*
—	—	—	—	SO	—	E	O TD AD TI	20	40	10	100	Y	Y		65007
12	*12*	*7*	*22*	*SO*	*SO*	*E*	*P*	*52*	*63*	*3*	*63*	*Y*	*Y*	*Prosecution (assault) dismissed*	*65007*
—	—	—	—	—	—	E	O TD AD	6	—	4	6	Y	Y	Prosecution (public mischief) dismissed	65008
—	—	—	—	—	—	*E*	*P O*	*8*	*15*	*2*	*65*	*Y*	—	*Pros. (obstructing highway) dismissed; union grv. (driver's conduct) withdrawn*	*65008*
—	—	—	—	—	—	E	O TD	4	—	2	—	N	—	——	65009
—	—	—	—	—	—	*E*	*P*	*6*	*6*	*6*	*12*	*N*	—	——	*65009*
—	—	—	—	SC	—	E	O	3	5	2	5	N	—	——	65010
—	—	—	—	*SC*	—	*E*	*P*	—	*5*	—	—	*N*	—	——	*65010*
—	—	—	3	—	—	E	O AD TI AI	5	80	3	80	Y	—	Injunction granted; conviction (assault)	65011
—	—	—	22	—	—	E	P	40	80	25	80	Y	Y	——	65012
—	—	—	12	SO	—	E	P O	12	20	—	60	N	—	Injunction granted	65013
—	—	—	—	—	—	E	P	—	4	—	4	N	—	——	65014
—	—	—	—	—	—	E	O	10	80	4	10	Y	Y	Prosecution (obstructing Police) dismissed	65015
—	—	—	—	—	—	E	P O	30	75	15	200	Y	Y	——	65016
—	—	—	—	—	—	*E*	*P*	—	—	—	*100*	*Y*	*Y*	*Injunction refused; 3 charges (damage) dism.*	*65016*
—	—	—	—	—	—	E	P	70	102	50	102	N	—	——	65017
23	11	2	1	SC	SC	E	TD TI	17	29	10	50	Y	Y	3 Union members expelled (strikebreaking)	65018
6	*2*	*1*	—	*SC*	*SC*	*E*	*P*	*10*	*65*	*6*	—	*N*	—	*3 Union members expelled (strikebreaking)*	*65018*
—	—	*5*	—	*SO*	*SO*	*E P*	*P*	*16*	*28*	*6*	*25*	*Y*	*Y*	——	*65019*
—	—	—	—	—	—	E	P	15	—	—	—	—	—	——	65020
—	—	—	—	—	—	*E*	*P*	*30*	*30*	*30*	—	*N*	—	——	*65020*
—	—	—	—	—	—	E C	P	12	—	—	30	N	—	——	65021
—	—	—	—	—	—	E	P	—	—	—	50	—	—	——	65022
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	65023
—	—	—	40	—	—	E P	P	6	6	4	500	N	—	——	65024
—	—	—	—	—	—	*E*	*P*	*30*	*480*	*10*	*480*	*N*	—	——	*65024*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Legal Period—Continued:											
65025	Metal Fabricating Industry	27	18	18	18	MH	232	13	Wages	P	S
65025	*Metal Fabricating Industry*	*27*	*25*	*16*	*16*	*H*	*213*	*32*	*Wages*	*P*	*S OP*
65026	Maintenance	24	25	9	9	HL	—	—	Wages	F	S
65027	Wood Products Industry	24	254	225	225	LM	164	70	Wages & F.B.	P	S
65028	*Construction Industry*	*24*	—	—	—	*H*	—	—	—	*N*	—
65029	Chemical Industries	23	117	67	67	LM	146	48	Wages	S	S
65030	*Textile & Knitting Industry*	*22*	*2379*	*1827*	*1807*	*MH*	*180*	*3*	—	*P*	*S NS RS*
65031	Electrical Products Mfg.	22	220	155	155	L	127	19	Wages	N	—
65032	Non-Metallic Mineral Mfg.	21	244	212	212	MH	176	2	Wages	N	—
65032	*Non-Metallic Mineral Mfg.*	*21*	*236*	*205*	*205*	*MH*	*160*	*10*	*Wages & F.B.*	*N*	—
65033	*Non-Metallic Mineral Mfg.*	*20*	*600*	*494*	*494*	*LH*	*91*	*3*	*Wages & F.B.*	*N*	—
65034	Fruit, Vegetable, Grain Products Mfg.	20	160	96	96	ML	—	—	Wages	N	—
65034	*Fruit, Vegetable, Grain Products Mfg.*	*20*	*120*	*90*	*90*	*LM*	*166*	*8*	*Wages & F.B.*	*N*	—
65035	Metal Fabricating Industry	19	290	219	219	LM	105	20	Recognition	N	—
65035	*Metal Fabricating Industry*	*19*	*310*	*250*	*250*	*ML*	—	—	*Recognition*	*N*	—
65036	Fruit, Vegetable, Grain Products Mfg.	19	2153	1457	1457	LM	263	1	Wages & F.B.	N	—
65036	*Fruit, Vegetable, Grain Products Mfg.*	*19*	*2000*	*1075*	*1075*	—	—	—	—	*N*	—
65037	*Electrical Products Mfg.*	*18*	*750*	*560*	*560*	*LM*	*208*	*50*	*Wages & F.B.*	*N*	—
65038	Bakery, Beverage and Confectionery	15	72	60	46	ML	195	20	Wages	F	S NS RS
65039	Machinery Manufacturing Industry	14	5167	4264	4264	ML	—	—	Wages & F.B.	N	—
65040	*Construction Industry*	*14*	*90*	*90*	*90*	*H*	*156*	*1*	*Wages & F.B.*	*N*	—
65041	*Construction Industry*	*14*	*90*	*90*	*90*	*H*	*143*	*2*	*Wages & F.B.*	*N*	—
65042	Transportation Equipment Mfg.	13	6486	5277	5277	—	—	—	Contract	N	—
65043	*Personal and Recreational Services*	*13*	*28*	*26*	*26*	*MH*	*226*	*72*	*Wgs. Un. Sec.*	*F*	*S NS OP OR*
65044	Electrical Products Mfg.	13	711	535	535	MH	247	6	F.B.	N	—
65044	*Electrical Products Mfg.*	*13*	*700*	*525*	*525*	*ML*	—	—	*Wages & F.B.*	*N*	—
65045	Non-Metallic Mineral Mfg.	13	585	445	485	LM	189	31	Contract	P	S
65045	*Non-Metallic Mineral Mfg.*	*13*	*585*	*445*	*485*	*ML*	*189*	*31*	—	*P*	*OP OR*
65046	Metal Fabricating Industry	13	260	190	190	ML	226	133	Language	P	S NS RS
65047	Non-Metallic Mineral Mfg.	13	50	40	40	M	243	30	Wages	N	—
65048	*Construction Industry*	*12*	—	—	*12*	—	—	—	*Wgs. Juris.*	*N*	—
65049	Construction Industry	11	—	210	210	H	—	—	—	N	—
65050	Fruit, Vegetable, Grain Products Mfg.	10	130	98	98	M	122	1	Wages	P	—
65051	Metal Fabricating Industry	8	90	80	75	MH	—	—	Wgs. Un. Sec.	P	S NS
65052	Electrical Products Mfg.	8	260	260	260	M	133	7	Wgs.	N	—
65053	Construction Industry	8	382	29	29	M	45	7	F.B.	P	SC
65054	Storage Industry	7	200	35	35	LM	158	10	—	F	S

KEY TO ABBREVIATIONS

Degree of Operation:
- N — none
- P — partial
- S — substantial
- F — full

Method of Operation:
- S — supervisory personnel
- NS — non-striking employees in the unit
- OD — employees from other departments of the company
- OP — employees from other plants of the company
- RS — striking employees returning to work
- OR — outside replacements
- SC — subcontracting operations

Rate of Payment:
- SO — same as original rate
- BO — better than original rate
- SC — same as company's final offer
- BC — better than company's final offer
- SU — same as union's final demand
- BU — better than union's final demand

Picketing Location:
- E — employer's premises (including construction site)
- C — customers of the struck employer
- S — suppliers of the struck employer
- P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	P	3	5	2	—	N	—	——	65025
—	—	—	—	—	—	*E*	*P*	*3*	*5*	*3*	*16*	*N*	—	——	*65025*
—	—	—	1	—	—	E	P	10	—	—	—	N	—	——	65026
—	—	—	—	—	—	E	P	10	15	6	50	N		——	65027
—	—	—	—	—	—	*E*	*P*	*4*	*6*	*2*	—	*N*	—	——	*65028*
—	—	—	—	—	—	E	P	8	10	5	33	Y	Y	Injunction granted	65029
—	—	—	—	*SC*	—	*E*	*O TD AD TI AI*	*38*	*38*	*38*	*200*	*Y*	—	*Inj. gtd.; 3 conv. (public mischief, liquor)*	*65030*
—	—	—	—	—	—	E	P	—	16	—	16	N	—	——	65031
—	—	—	—	—	—	E	P	6	12	6	12	N	—	——	65032
—	—	—	—	—	—	*E*	*P*	*6*	*12*	*6*	—	*N*	—	——	*65032*
—	—	—	—	—	—	*E*	*P*	—	—	—	*150*	*Y*	*Y*	——	*65033*
—	—	—	6	—	—	E	P	4	10	4	15	N	—	——	65034
—	—	—	—	—	—	*E*	*P*	*15*	—	—	*90*	*N*	—	——	*65034*
—	—	—	6	—	—	E	P	8	16	8	50	N	—	——	65035
—	—	—	*5*	—	—	*E*	*P*	*8*	*8*	*2*	*150*	*N*	—	——	*65035*
—	—	—	—	—	—	E	P	60	100	40	120	N	—	——	65036
—	—	—	*2*	—	—	*E*	*P*	—	—	*75*	*300*	*N*	—	——	*65036*
—	—	—	—	—	—	*E*	*P*	*10*	*15*	*10*	*20*	*N*	—	——	*65037*
—	—	—	—	—	—	E C	O TD TI	20	40	5	45	Y	Y	——	65038
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	——	65039
—	—	—	—	—	—	*E*	*P*	—	—	—	*20*	*N*	—	——	*65040*
—	—	—	—	—	—	*E*	*P*	—	—	—	*20*	*N*	—	——	*65041*
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	65042
5	—	—	—	*SO*	*SO*	*E*	*P O*	*10*	*26*	*5*	*26*	*Y*	*Y*	*Injunction refused; all strikers dismissed*	*65043*
—	—	—	—	—	—	E	P	100	200	50	200	N	—	——	65044
—	—	—	—	—	—	*E*	*P*	*40*	*400*	*10*	*400*	*N*	—	——	*65044*
—	—	—	—	—	—	E	P	30	50	6	50	Y	Y	——	65045
15	—	*1*	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*65045*
—	—	—	2	SO	—	E	O TI	20	200	10	200	Y	—	Injunction granted	65046
—	—	—	—	—	—	E	—	5	—	—	5	N	—	——	65047
—	—	—	—	—	—	*E*	*P*	—	—	—	*6*	*N*	—	——	*65048*
—	—	—	210	—	—	None	—	—	—	—	—	N	—	——	65049
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	65050
—	—	—	—	SO	—	E	O	21	30	5	40	Y	Y	——	65051
—	—	—	—	—	—	E	P	20	30	—	—	N	—	——	65052
—	—	—	—	SO	—	E	O	—	—	—	12	N	—		65053
—	—	—	—	SO	—	E	P	—	—	—	30	Y	Y	——	65054

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
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emp(s). — employee(s)
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grv. — grievance
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v. to pros. — leave to prosecute
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pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Legal Period—Continued;											
65055	Construction Industry	7	39	18	18	L	91	12	Wgs. Un. Recgn.	P	S
65056	Metal Fabricating Industry	7	82	73	73	MHL	104	4	Wages & F.B.	P	S OD RS
65057	Construction Industry	6	35	14	10	M	172	108	Wages & F.B.	N	—
65058	Transportation Equipment Mfg.	5	1200	1200	1200	M	—	—	—	N	—
65059	Metal Fabricating Industry	5	78	68	66	MH	112	18	Wages & F.B.	P	S NS RS OR
65060	*Metal Fabricating Industry*	*5*	*190*	*190*	*190*	*M*	*130*	*2*	*Wgs. Un. Sec.*	*P*	*S*
65061	Services to Business Management	4	125	65	65	LM	219	170	Wages	P	S
65061	*Services to Business Management*	*4*	*125*	*65*	*65*	*LM*	*209*	*170*	*Wages*	*P*	*S*
65062	Rubber Industries	4	1800	1315	1315	ML	157	6	Wages & F.B.	N	—
65062	*Rubber Industries*	*4*	*1795*	*1345*	*1345*	*ML*	*161*	*4*	*Wages & F.B.*	*N*	—
65063	Metal Fabricating Industry	4	763	664	664	—	139	0	—	N	—
65064	Construction Industry	3	120	60	60	—	—	—	Wages Lang.	P	S NS
65065	Metal Fabricating Industry	2	253	242	242	LH	—	—	Wages	N	—
65065	*Metal Fabricating Industry*	*2*	*250*	*225*	*225*	*LHM*	*149*	*48*	*Un. Security*	*N*	—
1965 Strikes During Waiting Period After Conciliation:											
65066	Meat, Dairy, Fish Products Mfg.	51	295	234	207	M	—	—	Wages	P	S NS
65067	Construction Industry	46	85	8	5	HM	159	−6	Wages	N	—
65068	Textile and Knitting Industry	35	31	31	18	M	—	—	Wages	P	S OR
65069	*Electrical Products Mfg.*	*24*	*681*	*657*	*657*	*M*	*174*	*−2*	*Wages & Hours*	*N*	—
65070	Rubber Industries	19	727	488	488	ML	84	−1	Wages & F.B.	P	S
65070	*Rubber Industries*	*19*	*466*	*466*	*466*	—	*84*	*−1*	*Wages & F.B.*	*N*	—
65071	Retail Trade	5	50	50	50	ML	94	—	Wages	N	—
65071	*Retail Trade*	*5*	*49*	*49*	*49*	*ML*	—	—	*Wages & F.B.*	*N*	—
1965 Strikes During Conciliation:											
65072	Metal Fabricating Industry	730	535	350	329	LM	—	—	Wgs.	S	S NS OD RS OR SC
65073	Metal Fabricating Industry	107	816	685	685	ML	–	—	Wgs. Un. Sec.	P	S
65073	*Metal Fabricating Industry*	*107*	*800*	*700*	*700*	*LM*	—	—	*F. B. Job Evl.*	*N*	—
65074	Electrical Products Mfg.	106	17	13	13	L	—	—	Wgs. Lang.	N	—
65074	*Electrical Products Mfg.*	*106*	*22*	*18*	*18*	*MH*	—	—	*Wgs. Lang.*	*P*	*S*
65075	Electrical Products Mfg.	35	91	67	67	M	—	—	Wages	P	S OD OP RS SC

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING									REMEDIES	
				Rate of Payment				Numbers Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful			Number
—	—	—	—	—	—	E	P	3	—	—	7	N	—	——		65055
—	—	—	17	SC	—	E	P	—	4	—	—	Y	Y	Injunction granted		65056
—	—	—	—	—	—	E	—	—	—	—	10	N	—	——		65057
—	—	—	—	—	—	E	P	30	—	—	30	N	—	——		65058
8	*3*	*10*	—	—	*BC*	*E*	*P AD TI*	*10*	*26*	*8*	—	*Y*	*Y*	*Prosecution (damage, assault)*		*65059*
—	—	—	—	—	—	*E*	*P*	*4*	—	—	*90*	*N*	—	——		*65060*
—	—	—	—	—	—	E	P	8	9	9	—	N	—	——		65061
—	—	—	—	—	—	*E*	*P*	*8*	*9*	*9*	—	*N*	—	——		*65061*
—	—	—	—	—	—	E	P	—	30	—	—	N	—	——		65062
—	—	—	—	—	—	*E*	*P*	—	—	—	*500*	*N*	—	——		*65062*
—	—	—	—	—	—	E	P O	50	200	50	300	Y	Y	——		65063
—	—	—	—	BO	—	E	P TI	2	3	1	—	N	—	——		65064
—	—	—	—	—	—	E	P	10	40	8	100	N	—	Company grievance (damages) withdrawn		65065
—	—	—	—	—	—	*E*	*P*	*15*	*25*	*10*	—	—	—	——		*65065*
—	—	—	—	SO	—	E C	P	20	20	10	—	Y	Y	——		65066
—	—	—	2	—	—	E	O TD AD TI	3	36	3	—	N	—	——		65067
2	2	—	5	SO	—	E	O TD TI	2	6	2	12	Y	Y	Decl'n and lv. to pros. withdrawn; conviction (obstructing Police).		65068
—	—	—	—	—	—	*E*	*P*	*8*	—	—	—	*N*	—	——		*65069*
—	—	—	—	SO	—	E P	O AD	10	50	6	200	Y	Y	——		65070
—	—	—	—	—	—	*E*	*P O*	*10*	*10*	*10*	*200*	*N*	—	——		*65070*
—	—	—	—	—	—	E	O TI	22	37	17	50	Y	Y	Injunction granted		65071
—	—	—	—	—	—	*E*	*O*	*15*	*20*	*5*	—	*Y*	*Y*	*Injunction granted*		*65071*
176	—	42	—	SC	SC	E	P TI	6	45	2	200	Y	Y	——		65072
—	—	—	55	—	—	E	O	12	100	9	100	Y	Y	Inj. gtd.; emp'r. grv. (damages) w/d; union grv. (unlawful lockout) w/d.		65073
—	—	—	*50*	—	—	*E*	*P O*	*50*	*200*	*4*	*200*	*Y*	*Y*	*Injunction granted*		*65073*
—	—	—	—	—	—	E	P AD TI	6	50	—	50	Y	Y	——		65074
—	—	—	*3*	—	—	*P*	*P*	*3*	*18*	—	*18*	*N*	—	——		*65074*
—	—	—	—	—	—	E	P O TI AI	8	8	8	67	Y	—	Prosecution (careless driving) dismissed; union member expelled		65075

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pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Conciliation—Continued:											
65076	Paper and Allied Industries	27	1401	180	180	LH	—	—	Wages Lang.	N	—
65076	*Paper and Allied Industries*	*27*	*1050*	*170*	*170*	*M*	—	—	*Wages*	*S*	*OD*
65077	Chemical Industries	17	790	494	455	HLM	—	—	Wages	S	S NS OP
65077	*Chemical Industries*	17	—	496	—	—	—	—	Delay	F	S NS OP
65078	*Rubber Industries*	*14*	*2900*	*2000*	*700*	*M*	—	—	*Wrk. wk. sched.*	*N*	—
65079	Paper and Allied Industries	8	886	773	773	LH	—	—	—	N	—
65079	*Paper and Allied Industries*	*8*	*890*	*770*	*770*	*LMH*	—	—	*Wgs. F.B. Delay*	*N*	—
65080	Metal Fabricating Industry	4	211	161	161	MLH	—	—	Grievance	N	—
65081	Transportation Equipment Mfg.	3	2632	2066	1500	M	—	—	Delay	N	—
65081	*Transportation Equipment Mfg.*	*3*	*2200*	*2200*	*2100*	—	—	—	*Delay*	—	—
65082	Transportation Industry	2	42	31	31	M	—	—	Un. Security	N	—
65083	Transportation Industry	1	27	13	13	L	—	—	Cont.	N	—
65084	Electrical Products Mfg.	1	450	400	300	L	—	—	Discipline	N	—
65085	*Electrical Products Mfg.*	*1*	*500*	*275*	*150*	—	—	—	*Discipline*	*N*	—
65086	*Rubber Industries*	*1*	*2800*	*2000*	*300*	*M*	—	—	*Delay*	*P*	*NS RS*
65087	*Transportation Industry*	*1*	*38*	*17*	*17*	*M*	—	—	*Wages*	*P*	*S*
65088	Chemical Industries	1	362	282	187	HL	—	—	Discipline	P	NS
65089	Utilities	1	255	134	96	LH	—	—	Delay	P	S
65089	*Utilities*	*1*	*225*	*134*	*100*	*MH*	—	—	*Delay*	*P*	*S*
65090	Paper and Allied Industries	1	250	210	210	HM	—	—	Delay	N	—
65090	*Paper and Allied Industries*	*1*	*320*	*200*	*200*	*L*	—	—	—	*N*	—
65091	Non-Metallic Mineral Mfg.	1	244	212	212	MH	—	—	F.B. Delay	N	—
65091	*Non-Metallic Mineral Mfg.*	*1*	*232*	*205*	*205*	*MH*	—	—	*F.B.*	*N*	—
1965 Strikes During Negotiations:											
65092	Transportation Equipment Mfg.	160	45	42	42	ML	—	—	Wages	N	—
65093	Wood Products Industry	7	128	113	113	LM	—	—	—	N	—
65094	Transportation Industry	5	7	5	5	M	—	—	Dsmsl. new cont.	N	—
65095	Construction Industry	4	12	10	10	L	—	—	Wages F.B.	N	—

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	P	6	6	6	6	—	—	Decl'n and lv. to pros. withdrawn	65076
—	—	—	—	—	—	—	—	*8*	*8*	*8*	—	*N*	—	——	*65076*
—	—	—	—	SO	—	E	O TD	25	100	12	100+	Y	Y	Inj. gtd; decl'n. and lv. to pros. w/d; 3 conv. (causing disturbance); emp'r. grv. (damages); emps. susp. (illegal strike)	65077
—	—	—	—	*SO BO*	—	*E*	*O*	—	—	—	*250*	*Y*	*Y*	*Inj. gtd; decl'n. gtd.; emps. suspended (illegal strike); union grv. (unlawful lockout); employer grievance (damages)*	*65077*
—	—	—	—	—	—	*E*	*P*	—	—	—	*100*	*N*	—	*Declaration strike unlawful and leave to prosecute withdrawn; strikers disciplined*	*65078*
—	—	—	5	—	—	E	P	35	106	3	130	N	—	——	65079
—	—	—	—	—	—	*E*	*P*	*30*	*55*	*15*	*150*	*N*	—	*Declaration strike unlawful granted; leave to prosecute withdrawn*	*65079*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Suspension of striking employees	65080
—	—	—	—	—	—	None	—	—	—	—	—	Y	Y	——	65081
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*65081*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	65082
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	65083
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	65084
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*65085*
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	*N*	—	——	*65086*
—	—	—	—	—	—	*E*	*P*	*1*	*1*	*1*	*1*	*N*	—	——	*65087*
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Union grv. (wrongful susp.) successful	65088
—	—	—	—	—	—	E	P	40	—	—	40	N	—	——	65089
—	—	—	—	—	—	*E P*	*P*	*100*	*100*	*50*	*125*	*N*	—	——	*65089*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Declaration strike unlawful granted	65090
—	—	—	—	*SO*	—	—	—	—	—	—	—	*N*	—	*Declaration strike unlawful withdrawn*	*65090*
—	—	—	—	—	—	—	—	—	—	—	—	N	—	——	65091
—	—	—	—	—	—	*E*	*P*	*20*	*20*	*20*	*20*	*N*	—	——	*65091*
—	—	—	—	—	—	E	P	11	20	2	20	N	—	——	65092
—	—	—	—	SO	—	E S	P	16	40	16	40	Y	Y	—	65093
—	—	—	—	—	—	E	O	2	5	2	5	N	—	Injunction granted	65094
—	—	—	8	—	—	E	P	—	—	—	—	N	—	——	65095

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
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inj. — injunction
lv. to pros. — leave to prosecute
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ref. — refused
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sk. — strike
succ. — successful
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Negotiations—Continued:											
65096	Services to Business Management	4	660	89	72	MH	—	—	Mgt. Rts.	S	S NS OD
65096	*Services to Business Management*	*4*	—	*85*	*60*	*H*	—	—	*Job. Sec.*	*P*	*S*
65097	Primary Metal Industries	3	254	225	222	HM	—	—	Delay	N	—
65098	Metal Fabricating Industry	2	580	501	501	—	—	—	Sympathy	N	—
65099	Transportation Industry	2	25	25	25	L	—	—	Wages	N	—
65100	Metal Fabricating Industry	2	100	92	92	LM	—	—	Hours	N	—
65101	Metal Fabricating Industry	2	99	91	91	LM	—	—	Dismissal	N	—
65102	Transportation Equipment Mfg.	2	6691	5527	4473	—	—	—	Wkg. Cond. Dsmsl.	N	—
1965 Strikes During Agreement:											
65103	Transportation Equipment Mfg.	31	18953	15323	122	L	—	—	Suspension	F	—
65104	Primary Metal Industries	28	8395	6353	19	M	—	—	Juris.	S	NS
65105	*Construction Industry*	*21*	*15+*	*15*	*15*	*H*	—	—	*Vio. agmt.*	*P*	*S OD SC*
65106	Mines, Mills, Wells	16	600	450	450	LMH	—	—	Discipline	N	—
65107	Construction Industry	12	620	140	140	H	—	—	Wages	N	—
65108	Construction Industry	10	220	5	5	H	—	—	F.B.	N	—
65109	Transportation Equipment Mfg.	7	398	320	281	M	—	—	Wages	P	NS
65110	Clothing Industry	7	200	170	17	H	—	—	Wages	N	—
65110	*Clothing Industry*	*7*	*200*	*170*	*17*	*H*	—	—	*Wages*	*N*	—
65111	*Transportation Equipment Mfg.*	*6*	*800*	*800*	*150*	—	—	—	*Wages*	*P*	*NS*
65112	Electrical Products Mfg.	5	4486	2682	1200	—	—	—	Work Rate	P	S NS RS
65112	*Electrical Products Mfg.*	*5*	*5500*	*3200*	*3200*	—	—	—	*Work Rate*	*N*	—
65113	Leather Industries	5	160	160	160	LM	—	—	Un. Security	P	S
65114	Electrical Products Mfg.	5	410	310	40	L	—	—	—	S	NS
65115	Construction Industry	5	300	200	200	HM	—	—	Mgt. Rts.	P	S
65116	Electrical Products Mfg.	4	248	179	127	L	—	—	Mgt. Rts.	S	NS
65116	*Transportation Equipment Mfg.*	*4*	*265*	*184*	*184*	*L*	—	—	*Mgt. Rts. Sen.*	—	—
65117	Primary Metal Industry	4	127	127	127	MHL	—	—	Unrest	N	—
65118	Transportation Equipment Mfg.	3	3300	3300	50	M	—	—	—	S	OP
65119	Non-Metallic Mineral Mfg.	3	374	—	350	LM	—	—	Susp. Wkg. Cond.	N	—
65120	Construction Industry	3	148	148	148	M	—	—	Sympathy	N	—
65121	Transportation Equipment Mfg.	3	290	190	190	ML	—	—	—	N	—
65122	Transportation Equipment Mfg.	3	250	180	180	ML	—	—	Suspension	N	—
65123	Utilities	3	51	45	45	L	—	—	Wages	P	S OR
65124	Non-Metallic Mineral Mfg.	2	303	263	59	M	—	—	Wrk. stand.	F	NS OD OP RS OR
65125	Mines, Mills, Wells	2	313	236	236	MLH	—	—	Algd. susp.	P	—
65125	*Mines, Mills, Wells*	*2*	*202*	*202*	*100*	*MHL*	—	—	*Discipline*	*P*	*NS*

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E — employer's premises (including construction site)
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DURING STRIKE						PICKETING										
				Rate of Payment				Numbers								
								Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Union grievance	65096
—	—	—	—	*SO*	—	—	—	—	—	—	—	—	—	*Employees disciplined for illegal strike*	*65096*
—	—	—	—	—	—	E	P	5	8	2	10	N	—	Decl'n. withdrawn; employer grv. w/d	65097
—	—	—	—	—	—	E	—	—	—	—	12	N	—	——	65098
—	—	—	—	—	—	E	O TI	18	27	12	—	Y	Y	Declaration strike unlawful granted	65099
—	—	—	—	—	—	E	O TD TI	25	50	10	50	Y	Y	——	65100
—	—	—	—	—	—	E	P	25	50	10	50	N	—	——	65101
—	—	—	—	—	—	E	O	—	—	—	—	N	—	——	65102
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Employees reprimanded and suspended	65103
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Declaration strike unlawful withdrawn	65104
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Union grievance with drawn*	*65105*
—	—	—	—	—	—	E	P	4	10	1	25	N	—	Injunction refused; employees disciplined; company and union grievance withdrawn	65106
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Declaration strike unlawful granted	65107
—	—	—	—	—	—	E	P	—	—	—	2	N	—	Company grievance successful	65108
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	65109
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Declaration strike unlawful withdrawn	65110
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Inj. ref.; decl'n w/d; employer grievance*	*65110*
—	—	—	*25*	*SO*	—	*None*	—	—	—	—	—	*N*	—	——	*65111*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees suspended for illegal strike	65112
—	—	—	—	*SO*	*SO*	*None*	—	—	—	—	—	*N*	—	*Employees suspended for illegal strike*	*65112*
—	—	—	160	—	—	E	P	20	100	10	100	N	—	Employees disciplined	65113
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees suspended	65114
—	—	—	—	—	—	E	P	75	100	5	100	Y	Y	Injunction granted; declaration withdrawn	65115
—	—	—	—	SO	—	—	—	—	—	—	—	N	—	Company grievance (illegal strike)	65116
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	*Union grievance*	*65116*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	65117
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	65118
—	—	—	—	—	—	E	P	—	—	—	—	N	—	Emps. disc. (illegal strike); union grv.	65119
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Injunction granted	65120
—	—	—	—	—	—	E	TD TI	3	—	—	—	—	—	——	65121
—	—	—	—	—	—	E	P	50	75	25	120	N	—	Employees suspended	65122
50	3	2	3	—	SO	E	O	6	—	—	40	Y	Y	Inj. gtd.; declaration and lv. to pros. w/d	65123
39	39	3	6	SO	SO	E	TI	4	6	2	40	Y	Y	Employees disciplined; emp'r. grv. (damages)	65124
—	—	—	—	SO	—	E	O	10	12	10	12	N	—	Employees suspended for illegal strike	65125
—	—	—	—	*SO*	—	*E*	*P*	—	—	—	*100*	*N*	—	*Employees reprimanded and susp. for ill. sk.*	*65125*

KEY TO ABBREVIATIONS

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P — peaceful
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1965 Strikes During Agreement—Continued:											
65126	Transportation Equipment Mfg.	2	2783	2250	1100	—	—	—	Mgt. Rts.	P	NS
65127	Transportation Equipment Mfg.	1	3300	3300	100	M	—	—	Mgt. Rts.	S	OP
65128	Electrical Products Mfg.	1	4880	2944	200	—	—	—	Work Rate	P	S NS
65128	*Electrical Products Mfg.*	*1*	*5500*	*3200*	*3200*	—	—	—	*Work Rate*	*N*	—
65129	Transportation Industry	1	30	6	6	LM	—	—	Dismissal	F	—
65130	*Meat, Dairy, Fish Products Mfg.*	*1*	—	*60*	*60*	*M*	—	—	*Discipline*	*N*	—
65131	Transportation Equipment Mfg.	1	—	7200	50	M	—	—	Susp. Un. Rep.	S	—
65132	Transportation Equipment Mfg.	1	8494	7142	300	L	—	—	Discipline	S	NS
65133	Rubber Industry	1	466	379	379	M	—	—	Lay-off	P	S OD
65134	*Meat, Dairy, Fish Products Mfg.*	*1*	*204*	*182*	*165*	*L*	—	—	*Un. Security*	*N*	—
65135	*Printing and Publishing Industry*	*1*	*350*	*40*	*35*	*HM*	—	—	*Co. Policy*	*N*	—
1965 Strikes Prior to Recognition or Certification:											
65136	Construction Industry	41	51	40	35	LMH	—	—	Wgs. & Recog.	P	S
65137	Health and Welfare	12	70	70	24	L	—	—	Recognition	F	NS RS OR
65138	Paper and Allied Industries	6	150	100	100	HML	—	—	Seniority	P	S
65138	*Paper and Allied Industries*	*6*	*165*	*89*	*89*	*MLH*	—	—	*Seniority*	*N*	—
65139	Personal and Recreational Services	3	180	130	75	—	—	—	Wildcat	S	S NS OD OR
65139	*Personal and Recreational Services*	*3*	*100*	*100*	*100*	*MLH*	—	—	*Recognition*	*P*	—
65140	Construction Industry	3	80	70	—	LH	—	—	Initl. cont.	F	NS
65141	Primary Metal Industries	2	295	225	225	M	—	—	Standards	N	—
65142	Transportation Equipment Mfg.	1	—	75	75	L	—	—	Lay-off	N	—
65143	Tobacco Products	1	170	116	116	L	—	—	Wages	N	—
1965 Others:											
65144	Construction Industry	6	35	35	35	H	—	—	—	N	—

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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Number Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	SO	—	—	P	20	30	5	30	Y	Y	Declaration strike unlawful and lv. to pros. w/d; employees disciplined for illegal strike	65126
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	65127
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees disciplined for illegal strike	65128
—	—	—	—	*SO*	*SO*	—	*P*	—	—	—	*200*	*N*	—	*Declaration strike unlawful w/d; emps. susp.*	*65128*
5	5	—	5	—	SO	E	O TD TI	6	—	—	—	Y	Y	——	65129
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*65130*
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees dismissed	65131
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	65132
—	—	—	—	SO	—	E	O	15	15	6	15	Y	—	Declaration strike unlawful granted	65133
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	*N*	—	*Employees reprimanded for illegal action*	*65134*
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	*N*	—	——	*65135*
—	—	—	1	—	—	E	O TD TI	3	34	2	34	—	—	——	65136
6	6	1	1	SO	SO	E	P O	12	25	10	40	Y	Y	Injunction refused	65137
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	65138
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*65138*
—	—	1	—	SO	BO	None	—	—	—	—	—	—	—	——	65139
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	——	*65139*
—	—	—	—	—	—	—	P	—	10	1	15	—	—	——	65140
—	—	—	—	—	—	E	O	15	100	—	125	N	—	——	65141
—	—	—	—	—	—	E	O TD TI	75	75	75	75	Y	Y	——	65142
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	65143
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	——	65144

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strikes During Legal Period:											
66001	Printing and Publishing Industry	1147	75	4	4	HM	—	—	Recognition	F	S OP OR
66002	Printing and Publishing Industry	1064	210	28	26	H	109	45	Automation	F	S NS OD RS OR SC
66002	*Printing and Publishing Industry*	*1064*	*250*	*29*	*24*	*H*	*177*	*38*	*Job Security*	*S*	*S NS RS OR*
66003	Metal Fabricating Industry	270	56	56	23	LM	94	30	—	F	NS RS OR
66004	Transportation Industry	202	12	8	8	L	156	1	Wages	P	S OR SC
66005	Transportation Equipment Mfg.	153	160	135	135	L	—	—	Wages	N	—
66005	*Transportation Equipment Mfg.*	*153*	*160*	*150*	*150*	*L*	*190*	*4*	*Wages & F.B.*	*P*	*S*
66006	Textile and Knitting Industry	125	322	260	200	—	229	6	F.B. Un. Sec.	S	NS RS OR
66006	*Textile and Knitting Industry*	*125*	*325*	*260*	*200*	—	*229*	*6*	*F.B. Un. Sec.*	*P*	*S NS RS OR*
66007	Petroleum and Coal Products Industry	122	565	407	407	MH	231	1	Wages Job Sec.	F	S SC
66008	Transportation Industry	105	210	100	100	M	300	15	Wgs. Un. Sec.	N	—
66009	Non-Metallic Mineral Mfg.	104	145	115	75	LMH	—	—	F.B. Wkg. Cond.	S	S NS OD
66009	*Non-Metallic Mineral Mfg.*	*104*	*120*	*120*	—	—	—	—	*Wgs. Wkg. Cond.*	*S*	*S OR*
66010	Transportation Equipment Mfg.	102	350	240	240	L	148	15	Wkg. Cond.	P	SC
66010	*Transportation Equipment Mfg.*	*102*	*173*	*173*	*173*	*M*	*148*	*15*	*Wages & F.B.*	*P*	*S*
66011	Primary Metal Industry	97	528	457	457	MLH	81	3	Wages	P	S
66012	Metal Fabricating Industry	93	283	241	241	MLH	291	3	Cont. Wkg. Cond.	N	—
66013	Mines, Mills, Wells	92	217	192	192	LHM	—	—	Wages	N	—
66014	Chemical Industries	86	1157	862	830	MHL	19	5	Wages Un. Sec.	P	S NS RS OR
66014	*Chemical Industries*	*86*	—	—	*772*	—	*119*	*5*	—	*P*	*S NS*
66015	Machinery Manufacturing Industry	84	1000	72	71	MH	139	4	Wages	S	S NS OD OP RS OR
66015	*Machinery Manufacturing Industry*	*84*	*1000*	*72*	*71*	*LM*	*194*	*4*	*Wages Mgt. Rts.*	*S*	*S NS OD RS OR*
66016	Machinery Manufacturing Industry	83	266	170	170	MH	87	7	Language	N	—
66016	*Machinery Manufacturing Industry*	*83*	—	—	*140*	—	*87*	*7*	—	*N*	—
66017	Non-Metallic Mineral Mfg.	79	47	42	42	ML	289	3	Wages & Hours	P	OR
66017	*Non-Metallic Mineral Mfg.*	*79*	—	*40*	*40*	*M*	*289*	*3*	*Wages*	*P*	*S OP OR*
66018	Meat, Dairy, Fish Products Mfg.	77	2368	1461	1461	—	171	11	Wages	N	—
66019	Chemical Industries	76	465	210	210	LMH	139	6	Wages & F.B.	N	—
66019	*Chemical Industries*	*76*	*470*	*210*	*210*	*L*	*139*	*6*	*Wages & F.B.*	*N*	—
66020	Utilities	74	76	60	60	HL	—	—	Wkg. Cond.	S	S OP
66021	Primary Metal Industries	58	347	283	283	—	—	—	Wages & F.B.	N	—
66022	Mines, Mills, Wells	57	17	16	16	M	18	7	Wages	N	—
66023	*Retail Trade*	*57*	*115*	*78*	*20*	*M*	—	—	*Wgs. Un. Sec.*	*P*	*S NS OD RS OR*
66024	Utilities	52	78+	78	78	L	—	—	Job Security	P	S NS
66025	Construction Industry	52	15	4	4	M	47	1	Wages	F	OR
66026	Metal Fabricating Industry	49	1000	800	800	ML	71	1	Wages & F.B.	P	S OP
66026	*Metal Fabricating Industry*	*49*	*1350*	*1200*	*1200*	*LM*	*152*	*14*	*Wages & Sen.*	*P*	*S*

KEY TO ABBREVIATIONS

Degree of Operation:
- N — none
- P — partial
- S — substantial
- F — full

Method of Operation:
- S — supervisory personnel
- NS — non-striking employees in the unit
- OD — employees from other departments of the company
- OP — employees from other plants of the company
- RS — striking employees returning to work
- OR — outside replacements
- SC — subcontracting operations

Rate of Payment:
- SO — same as original rate
- BO — better than original rate
- SC — same as company's final offer
- BC — better than company's final offer
- SU — same as union's final demand
- BU — better than union's final demand

Picketing Location:
- E — employer's premises (including construction site)
- C — customers of the struck employer
- S — suppliers of the struck employer
- P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
3	2	—	6	—	SO	E	P	2	4	1	25	N	—	——	66001
15	15	—	—	—	—	E	O TD AD TI	12	20	6	100	Y	Y	Injunction granted; contempt order	66002
—	—	—	—	*SO*	—	*E*	*P O AD*	—	—	—	*300*	*Y*	*Y*	*Injunction granted; pros. (assault) dism.*	*66002*
22	22	10	23	SC	SC	E C	O TI AI	4	6	1	100	Y	—	Criminal convictions	66003
1	1	90	4	—	—	E C	P	2	8	—	—	N	—	——	66004
—	—	—	12	—	—	E	O AD	30	50	25	55	Y	Y	——	66005
—	—	—	—	—	—	*E*	*P*	*20*	*40*	*2*	*120*	—	—	——	*66005*
—	—	45	60	SC	SC	E	O TD AD TI	—	—	—	100	Y	—	Injunction granted; criminal convictions	66006
70	—	*7*	—	*BU*	*BU*	*E S R*	*O*	*106*	*200*	*31*	*200*	*Y*	*Y*	*Injunction granted*	*66006*
—	—	—	—	—	—	E	P O TD AD	20	150	10	150	Y	Y	Injunction granted	66007
—	—	—	25	—	—	E C R	AD TI	6	50	—	—	Y	Y	Non-striking members expelled	66008
—	—	—	—	—	—	E C	P	5	60	2	60	Y	Y	Injunction granted	66009
—	—	*5*	—	*SO*	*SO*	*E C*	*P*	*4*	—	—	*50*	*N*	—	——	*66009*
—	—	—	33	—	—	E	P AD	6	—	—	12	N	—	——	66010
—	—	—	*12*	—	—	*E*	*P*	—	*48*	—	—	*N*	—	——	*66010*
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	——	66011
—	—	—	—	—	—	E	P	—	—	—	—	—	—	——	66012
—	—	—	3	—	—	E	O	8	10	8	75	Y	—	Injunction refused	66013
2	—	30	73	SC	SC	E S	P O TD AD AI	30	200	—	300	Y	Y	13 Convictions (assault)	66014
—	—	—	—	*SO*	—	*E*	*P*	—	*100*	—	*772+*	—	—	*Prosecution (obstructing highway)*	*66014*
5	2	60	13	SC	SC	E S	P O TD AD TI	20	35	10	40	Y	Y	——	66015
8	*4*	*42*	*15*	*SC*	—	*E C*	*P O*	*30*	*50*	*6*	*60*	*Y*	*Y*	——	*66015*
—	—	—	—	—	—	E	P O AD	8	20	—	80	Y	Y	Conviction (wilful damage)	66016
—	—	—	—	—	—	*E*	*P*	*30*	—	—	*40*	—	—	*Conviction (wilful damage)*	*66016*
15	2	61	17	—	SC	E	P O TD TI	6	—	3	30	Y	Y	——	66017
12	*0*	*1*	*6*	*SC*	*SC*	*E*	*P*	*3*	*3*	*3*	*40*	*N*	—	——	*66017*
—	—	—	—	—	—	E	P	30	47	10	800	N	—	——	66018
—	—	—	6	—	—	E	O TD AD TI	10	34	4	120	Y	—	——	66019
—	—	—	*11*	—	—	*E*	*P*	*26*	*26*	*5*	*200*	*Y*	*Y*	——	*66019*
—	—	—	1	—	—	E	O TI	5	55	3	55	N	—	Injunction granted	66020
—	—	—	45	—	—	E	O	7	27	2	75	Y	Y	——	66021
—	—	—	—	SC	—	E P	O	—	—	—	—	N	—	——	66022
—	—	*7*	—	*SC*	—	*E*	*P O AI*	*32*	*50*	*25*	*50*	*Y*	*Y*	*Prosecutions (trespass) withdrawn*	*66023*
—	—	—	—	SO	—	E	P O	70	72	—	—	N	—	——	66024
4	—	3	—	—	SO	E	O	2	4	1	6	Y	Y	——	66025
—	—	—	—	—	—	E	P O TD AD TI	80	300	6	700	Y	—	Injunction granted	66026
—	—	—	—	—	—	*E*	*P*	*70*	*300*	*50*	—	*Y*	*Y*	*Injunction granted*	*66026*

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strike During Legal Period—Continued											
66027	Machinery Manufacturing Industry	47	541	407	407	HML	154	3	Wages & F.B.	N	—
66027	*Machinery Manufacturing Industry*	*47*	—	*411*	*411*	*M*	*154*	*3*	*F.B. & Un. Sec.*	*N*	—
66028	Paper and Allied Industries	45	500	320	320	M	159	7	—	N	—
66029	Construction Industry	43	170	22	22	ML	—	—	Wgs. & F.B.	P	S NS
66030	Machinery Manufacturing Industry	41	353	225	196	HM	220	5	Wgs. & Un. Sec.	P	S NS
66030	*Machinery Manufacturing Industry*	*41*	*350*	*200*	*182*	*H*	—	—	*Wages*	*P*	*S NS OR*
66031	Services to Business Management	39	2557	547	545	MHL	27	23	Wages	P	S NS SC
66031	*Services to Business Management*	*39*	*2300*	*500*	*500*	*HM*	*27*	*23*	*Wages*	*P*	*S SC*
66032	Bakery, Beverage and Confectionery	38	144	96	110	LM	112	31	Un. Security	P	S NS
66032	*Bakery, Beverage and Confectionery*	*38*	*140*	*120*	*120*	*LMH*	*112*	*31*	*Contract*	*P*	*S*
66033	Metal Fabricating Industry	37	497	297	290	ML	156	6	Wages, Un. Sec.	P	S NS OD RS OR
66034	Construction Industry	34	—	—	150	H	147	3	Monetary issue	N	—
66034	*Construction Industry*	*34*	—	*750*	—	*H*	*147*	*3*	*Wages*	*N*	—
66035	Transportation Equipment Mfg.	33	473	363	363	ML	244	10	F.B.	N	—
66036	Primary Metal Industries	29	8038	75	75	H	217	1	Wgs. juris.	N	—
66036	*Primary Metal Industries*	*29*	*8038*	*78*	*78*	*H*	—	—	*Wages*	*P*	*S*
66037	*Miscellaneous Manufacturing Ind.*	*28*	*230*	*133*	*133*	*H*	*166*	*7*	*Wages*	*P*	*S SC*
66038	Wood Industry	26	192	161	161	L	204	41	Wgs. Un. Sec.	N	—
66038	*Wood Industry*	*26*	*225*	*175*	*157*	*L*	*204*	*41*	*F.B. Un. Sec.*	*P*	*S*
66039	Metal Fabricating Industry	25	29	23	23	HLM	226	10	Un. Sec. Wgs.	N	—
66039	*Metal Fabricating Industry*	*25*	*225*	*25*	*25*	*H*	*226*	*10*	*Cont. Sen.*	*P*	*S*
66040	Non-Metallic Mineral Mfg.	25	35	30	21	L	91	1	Wgs. Cl. Shop	F	S NS OD OR
66041	Transportation Industry	25	186	178	178	LH	193	14	Wages & F.B.	N	—
66042	Metal Fabricating Industry	24	240	220	220	—	136	1	Wages & F.B.	N	—
66043	Machinery Manufacturing Industry	23	34	26	25	LM	—	—	Wages	N	—
66044	Electrical Products Mfg.	21	1742	1320	1320	L	217	—	Wages & F.B.	P	S OD SC
66045	Construction Industry	21	—	165	165	M	—	—	Wages & F.B.	N	—
66046	Metal Fabricating Industry	18	24	20	20	ML	244	66	Wages & F.B.	S	SC
66047	*Metal Fabricating Industry*	*18*	*215*	*180*	*180*	*M*	*196*	*2*	*Wages & F.B.*	*P*	*S*
66048	Metal Fabricating Industry	18	550	430	430	LM	—	—	Wages & F.B.	N	—
66048	*Metal Fabricating Industry*	*18*	*525*	*426*	*426*	—	*229*	*2*	*Wages & F.B.*	*N*	—
66049	Printing and Publishing Industry	18	108	52	34	MLH	229	1	Wages	P	S NS
66050	Transportation Equipment Mfg.	17	450	325	321	MH	101	22	Wages & F.B.	N	—
66051	Bakery, Beverage and Confectionery Mfg.	14	—	290	290	LM	165	16	Wages	N	—
66052	Metal Fabricating Industry	14	452	376	376	H	255	4	Wages	N	—
66053	Construction Industry	14	32	12	12	H	—	—	Wages	N	—

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Degree of Operation:
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- P — partial
- S — substantial
- F — full

Method of Operation:
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- C — customers of the struck employer
- S — suppliers of the struck employer
- P — related plants of the struck employer

DURING STRIKE						PICKETING									REMEDIES	
				Rate of Payment				Numbers								
								Daily								
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful			Number
—	—	—	—	—	—	E	P	6	20	6	100	N	—	——		66027
—	—	—	—	—	—	*E*	*P*	*12*	*12*	*12*	*200*	*N*	—	——		*66027*
—	—	—	—	—	—	E	O	16	20	16	20	N	—	——		66028
—	—	—	—	SO	—	E	P	3	3	3	—	N	—	——		66029
—	—	—	—	—	—	E S	O	12	50	12	140	N	—	Injunction		66030
3	*3*	*14*	*7*	*SC*	*SC*	*E S*	—	*12*	*15*	*10*	*40*	*Y*	*Y*	*Injunction*		*66030*
—	—	—	9	SO	—	E	O	14	47	8	56	—	—	——		66031
—	—	—	*20*	—	—	*E*	*P*	*12*	*20*	*10*	*20*	*N*	—	——		*66031*
—	—	—	10	BO	—	E	P	50	95	3	95	N	—	Employees reprimanded		66032
—	—	—	*6*	—	—	*E*	*P*	*20*	*40*	*5*	*120*	*N*	—	*Employees dismissed*		*66032*
4	4	10	10	SC	SC	E	P O TD TI	16	—	—	50	Y	Y	Prosecution (assault) withdrawn		66033
—	—	—	—	SO	—	E	O	—	—	—	—	N	—	——		66034
—	—	—	—	—	—	*E P*	*P*	*5*	*10*	*2*	*10*	*N*	—	——		*66034*
—	—	—	—	—	—	E	P	—	—	—	—	—	—	——		66035
—	—	—	—	—	—	E	P	20	34	15	34	N	—	——		66036
—	—	—	—	—	—	*E*	*P*	*9*	*30*	*6*	*30*	*N*	—	——		*66036*
—	—	—	—	—	—	*E*	*P*	*6*	*6*	*6*	*50*	*N*	—	——		*66037*
—	—	—	1	—	—	E	P O	30	60	5	100	—	—	——		66038
—	—	—	—	—	—	*E R*	*P*	*50*	*150*	*7*	*150*	*Y*	*Y*	——		*66038*
—	—	—	1	—	—	E	P O	6	7	4	12	N	—	——		66039
—	—	—	—	—	—	*E*	*P*	*14*	*4*	*2*	*14*	*N*	—	——		*66039*
14	12	10	6	SC	SC	E	AD TI	3	10	1	10	Y	Y	——		66040
—	—	—	6	—	—	E	O TD AD TI	—	—	—	15	Y	Y	——		66041
—	—	—	1	—	—	E	P	10	10	6	10	N	—	——		66042
—	—	—	—	—	—	E	P	2	—	—	4	N	—	——		66043
—	—	—	—	—	—	E	O AD	6	18	9	400	Y	—	——		66044
—	—	—	—	SU	—	E	P	3	3	2	3	N	—	——		66045
—	—	—	3	—	—	C	P	—	—	—	20	N	—	Injunction refused		66046
—	—	—	—	—	—	*E*	*P*	*8*	*20*	*3*	*20*	*N*	—	——		*66047*
—	—	—	—	—	—	E	P	20	430	5	430	N	—	——		66048
—	—	—	—	—	—	*E*	*P*	*25*	*50*	*12*	*426*	*N*	—	——		*66048*
—	—	—	1	—	—	E	O TD AD TI	20	1000	2	1032	Y	—	Injunction granted; contempt proceedings;		66049
—	—	—	—	—	—	E	P	6	12	6	150	—	—	——		66050
—	—	—	—	—	—	E	P TI	12	50	8	54	N	Y	——		66051
—	—	—	—	—	—	E	P	2	4	1	60	—	—	——		66052
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——		66053

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Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
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Remedies:

app. — application
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strike During Legal Period—Continued:											
66054	Chemical Industries	14	169	146	145	M	189	5	Wages	N	—
66054	*Chemical Industries*	*14*	*139*	*118*	*97*	*L*	*189*	*5*	*Wages & F.B.*	*P*	*S*
66055	Construction Industry	14	80	33	33	LM	—	—	Wages Hours	N	—
66056	*Miscellaneous Manufacturing Ind.*	*13*	*35*	*25*	*25*	*H*	*270*	*5*	*Un. Security*	*N*	—
66057	Paper and Allied Industries	13	240	180	180	LM	195	7	Wages	P	S
66058	Metal Fabricating Industry	12	129	109	109	LM	258	38	Un. Security	P	S
66059	Electrical Products Mfg.	10	656	649	649	L	139	21	—	N	—
66060	Machinery Manufacturing Industry	7	—	121	121	LM	148	4	Wages	N	—
66060	*Machinery Manufacturing Industry*	*7*	*160*	*140*	*140*	*LM*	*148*	*4*	*Wages*	*N*	—
66061	Metal Fabricating Industry	7	300	256	256	LH	198	1	Wages & F.B.	N	—
66062	Services to Business Management	7	3500	500	450	ML	—	32	Wages	P	S NS
66063	*Metal Fabricating Industry*	*7*	—	*81*	*81*	—	—	—	*Wages*	*N*	—
66064	Chemical Industries	6	271	156	156	—	212	2	Wages & F.B.	N	—
66065	Bakery, Beverage and Confectionery Mfg.	6	212	158	129	M	—	—	F.B.	P	S OP
66066	Leather Industries	5	171	147	129	LM	120	24	Job Security	P	S NS
66066	*Leather Industries*	*5*	*135*	*120*	*120*	*M*	*120*	*24*	*Wgs. F.B. Sen.*	*N*	—
66067	*Services to Business Management*	*5*	*80*	*50*	*38*	*H*	*144*	*8*	*Un. Security*	*S*	*S NS RS OR SC*
66068	Services to Business Management	5	1163	1013	1013	L	286	3	Wages & F.B.	P	S OD SC
66069	Metal Fabricating Industry	4	96	75	75	L	170	1	Wages	N	—
66070	Bakery, Beverage and Confectionery Mfg.	4	77	47	47	L	164	11	Wages	N	—
66070	*Bakery, Beverage and Confectionery Mfg.*	*4*	*50*	*30*	*30*	*ML*	*164*	*11*	—	*N*	—
66071	Mines, Mills, Wells	3	16800	14450	14450	HML	146	6	Wgs. F.B. Lang.	N	—
66072	Primary Metal Industries	3	2134	1755	1755	LM	146	7	Delay	N	—
66072	*Primary Metal Industries*	*3*	*2087*	*1755*	*1755*	*ML*	*146*	*7*	*Wages & F.B.*	*N*	—
66073	Electrical Products Mfg.	3	162	107	107	ML	118	6	Wages	P	S OD
66073	*Electrical Products Mfg.*	*3*	*150*	*125*	*125*	*LM*	*118*	*6*	*Wages*	*N*	—
66074	Primary Metal Industries	3	512	474	474	ML	—	—	Delay	N	—
66075	Construction Industry	2	39	18	18	M	84	8	Wages	P	S
66076	Metal Fabricating Industry	1	424	313	313	M	208	103	Wgs. Un. Sec.	P	S RS
66077	Construction Industry	1	150	12	—	—	147	41	—	F	NS
66078	Retail Trade	1	124	72	25	M	204	101	Wgs. Un. Sec.	F	S NS
66079	Machinery Manufacturing Industry	1	354	227	227	M	140	4	Wages & F.B.	N	—
66080	Electrical Products Mfg.	1	65	51	15	M	126	8	Un. Security	S	NS RS
66080	*Electrical Products Mfg.*	*1*	*55*	*50*	*22*	*MH*	*126*	*8*	*Wgs. Un. Sec.*	*P*	*S NS*
66081	Transportation Equipment Mfg.	1	717	5	5	H	113	19	—	N	—
66082	Agriculture	1	17	13	12	L	230	14	Renewal Cont.	N	—

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Method of Operation:
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OD — employees from other departments of the company
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OR — outside replacements
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SO — same as original rate
BO — better than original rate
SC — same as company's final offer
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Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	P	20	75	10	75	Y	Y	——	66054
—	—	—	*6*	—	—	*E*	*P*	*15*	*20*	*8*	*100*	*N*	—	——	*66054*
—	—	—	—	—	—	E	P O	4	7	4	15	N	—	Injunction granted	66055
—	—	—	—	—	—	*E*	*P*	*4*	*4*	*4*	*25*	*N*	—	——	*66056*
—	—	—	—	—	—	E	P O	20	25	10	—	Y	Y	——	66057
—	—	—	—	—	—	E	O TD TI AI	20	30	15	30	Y	Y	Inj. refused; pros. w/d; employees dism.	66058
—	—	—	9	—	—	E	O	15	25	12	250	Y	Y	——	66059
—	—	—	—	—	—	E S	TD TI	—	—	—	75	Y	Y	——	66060
—	—	—	—	—	—	*E*	*P*	*20*	*40*	*12*	*75*	*Y*	*Y*	——	*66060*
—	—	—	—	—	—	E	O	—	—	—	—	Y	Y	——	66061
—	—	—	—	SO	—	E	O	150	300	50	300	Y	Y	——	66062
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*Y*	*Y*	——	*66063*
—	—	—	—	—	—	E	P O	4	25	4	25	N	—	——	66064
—	—	—	4	SO	—	None	—	—	—	—	—	—	—	——	66065
—	—	—	2	SO	—	E	P	4	4	1	4	N	—	——	66066
—	—	—	—	—	—	*E*	*P*	*15*	*50*	*3*	*100*	*N*	—	——	*66066*
5	*5*	*1*	—	*BC BU*	*BC BU*	*E*	*P*	*20*	*25*	*10*	*20*	*N*	—	——	*66067*
—	—	—	—	—	—	E	O	50	200	10	400	Y	Y	——	66068
—	—	—	—	—	—	E	P O	40	75	10	75	N	—	——	66069
—	—	—	1	—	—	E	P	—	—	—	25	—	—	——	66070
—	—	—	*2*	*BC*	—	*E*	*O*	—	—	—	*25*	—	—	——	*66070*
—	—	—	—	—	—	E	O	6	—	2	—	Y	—	——	66071
—	—	—	—	—	—	E	O	20	300	10	300	Y	—	——	66072
—	—	—	—	—	—	*E*	*P*	—	—	—	*800*	*Y*	*Y*	——	*66072*
—	—	—	—	—	—	—	P	8	8	8	—	Y	Y	——	66073
—	—	—	—	—	—	*E*	*P*	*12*	*100*	*6*	*100*	*N*	—	——	*66073*
—	—	—	—	—	—	E	O	—	—	—	100	Y	Y	——	66074
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	66075
—	—	—	—	SC	—	E	P	20	60	—	—	Y	Y	Conviction (damages)	66076
—	—	—	—	SO	—	E	P	2	2	2	—	—	—	——	66077
—	—	—	10	SO	—	E	P O AD	9	40	3	50	Y	Y	——	66078
—	—	—	—	—	—	—	P	—	—	—	—	—	—	——	66079
—	—	—	—	SO	—	E	P O	7	14	4	60	Y	Y	——	66080
—	—	—	—	*SC*	—	*E*	*O*	*12*	—	—	*16*	—	—	——	66080
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*66081*
—	—	—	—	—	—	E	P	6	6	6	6	N	—	——	66082

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P — peaceful
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AD — actual property damage
TI — threatened personal injury
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decl'n. — declaration strike unlawful
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emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strikes During Waiting Period After Conciliation:											
66083	Personal and Recreational Services	180	38	14	9	L	97	−7	Un. Security	F	OR
66084	Non-Metallic Mineral Mfg.	100	33	20	10	ML	176	0	Wgs. Un. Sec.	P	S NS OP RS OR
66085	Electrical Products Mfg.	60	22	12	12	ML	142	−4	Recognition	F	S RS OR
66086	*Wood Products Industry*	*23*	*215*	*200*	*200*	*MHL*	*156*	*−3*	*Wgs. F.B. Hrs.*	*N*	—
66087	Electrical Products Mfg.	21	190	188	188	M	140	−2	Wages & F.B.	P	S
66087	*Electrical Products Mfg.*	*21*	*190*	*190*	*190*	—	*187*	*−2*	*Wages*	*N*	—
66088	Electrical Products Mfg.	13	398	213	126	H	—	—	Wages	P	S NS OR
66089	Rubber Industries	3	205	172	160	L	102	−4	Wages	N	—
66090	Machinery Manufacturing Industry	1	45	37	12	H	144	−6	Dismissal	S	NS
66091	Transportation Equipment Mfg.	1	197	108	108	M	133	−2	Wages & F.B.	P	S OD
1966 Strikes During Conciliation:											
66092	Primary Metal Industries	166	512	474	474	ML	—	—	Wages & F.B.	N	—
66093	Primary Metal Industries	25	18100	15750	15750	MLH	—	—	Discipline	N	—
66094	Primary Metal Industries	18	2186	1850	1850	LMH	—	—	—	N	—
66095	Utilities	9	770	84	84	H	—	—	Pers. Disp. Safety	N	—
66096	Metal Fabricating Industry	5	1000	779	775	MH	—	—	Wages & F.B.	N	—
66097	Metal Fabricating Industry	5	375	263	250	MH	—	—	Wages & F.B.	N	—
66097	*Metal Fabricating Industry*	*5*	*280*	*240*	*220*	*M*	—	—	——	*P*	*NS*
66098	Electrical Products Mfg.	4	163	108	103	ML	—	—	Wages	P	S OD
66098	*Electrical Products Mfg.*	*4*	*150*	*125*	*120*	*LM*	—	—	*Delay*	*N*	—
66099	Services to Business Management	2	593	152	152	L	—	—	Delay	P	S OR
66100	Chemical Industries	2	511	306	302	ML	—	—	Suspension	N	—
66101	*Miscellaneous Manufacturing Ind.*	*1*	*72*	*64*	*64*	*L*	—	—	*Delay*	*N*	—
66102	Utilities	1	294	86	86	LM	—	—	—	N	—
66102	*Utilities*	*1*	*96*	*85*	*85*	*M*	—	—	*Wages*	*N*	—
1966 Strikes During Negotiations:											
66103	Construction Industry	7	1095	64	64	H	—	—	Sympathy	N	—
66104	Wood Products Industry	7	171	33	26	L	—	—		P	S NS
66105	Metal Fabricating Industry	5	450	365	365	M	—	—	Sympathy	N	—
66105	*Metal Fabricating Industry*	*5*	*400*	*360*	*360*	*M*	—	—	—	*N*	—

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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
6	6	7	—	SC	SC	E	O TD AD	9	18	2	67	Y	Y	Injunction granted; leave to prosecute gtd.	66083
6	6	35	6	SC	SC	E C	O TD AD	4	11	22	11	Y	Y	Injunction granted; 1 conviction (damage); employees suspended and dismissed (wildcat)	66084
9	9	50	9	—	SC	E	O AD TI	2	15	—	15	Y	Y	Employees dismissed (wildcat)	66085
—	—	—	—	—	—	*E*	*P*	*6*	*12*	—	—	*N*	—	——	*66086*
—	—	—	-	—	—	E	P O	10	30	5	70	Y	Y	——	66087
—	—	—	—	—	—	*E*	*P*	*15*	*100*	*10*	*100*	*N*	—	——	*66087*
3	2	11	36	SC	SC	E	AD	2	—	2	—	Y	Y	Employees dismissed (wildcat)	66088
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	Declaration strike unlawful and leave to prosecute withdrawn; wildcat leaders dism.	66089
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Striking employees reprimanded	66090
			-		—	E	P AD	15	70	6	—	Y	Y	——	66091
—	—	—	—	—	—	E	P	20	200	15	200	Y	Y	——	66092
—	—	—	—	—	—	E	O	10	—	2	—	Y	—	Decl'n and lv. to pros. w/d; conv. (unlawful assembly, damage); employer grv. (damages)	66093
—	—	—	—	—	—	E	O TD	20	500	10	500	Y	—	Decl'n. lv. to pros. w/d; striking emps. rep., susp.; empr. grv. (wildcat) w/d	66094
—	—	—	—	—	—	E	P	10	—	—	—	Y	Y	Decl'n. and lv. to pros. gtd.; convictions	66095
—	—	—	—	—	—	E	O	25	150	—	150	Y	Y	1 Employee dismissed, 9 suspended (wildcat)	66096
—	—	—	—	—	—	E	O	20	50	—	—	Y	—	1 Employee dismissed, 4 suspended (wildcat)	66097
—	—	—	—	—	—	*E*	*P TI*	—	*35*	—	*50*	*Y*	*Y*	——	*66097*
—	—	—	2	—	—	None	—	—	—	—	—	N	—	——	66098
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*66098*
35	—	1	—	—	—	E	P O	50	50	35	—	Y	Y	——	66099
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66100
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*66101*
—	—	—	—	—	—	E	O	80	—	—	80	Y	Y	——	66102
—	—	—	—	—	—	*E*	*P*	*85*	—	—	*85*	*N*	—	——	*66102*
—	—	—	—	—	-	E	O	—	—	—	6	N	—	Employee dismissed; company grievance	66103
—	—	—	—	SO	—	E	P	12	20	5	20	N	—	——	66104
—	—	—	—	—	—	E	P	50	75	20	100	N	—	——	66105
—	—	—	—	—	—	*E*	*P*	*20*	*100*	*10*	*100*	*Y*	*Y*	——	*66105*

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sk. — strike
succ. — successful
susp. — suspended or suspension
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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS	
										Degree	Method
1966 Strikes During Negotiations—Continued:											
66106	Construction Industry	5	1009	84	84	H	—	—	Contract	N	—
66107	Retail Trade	4	50	10	10	H	—	—	Wages & Hours	S	S
66108	Construction Industry	3	411	20	20	H	—	—	Juris.	N	—
66109	Maintenance	3	764	74	74	L	—	—	Mgt. Rts.	N	—
66109	*Maintenance*	*3*	*75*	*72*	*72*	*L*	—	—	*Mgt. Rts.*	*F*	—
66110	Machinery Manufacturing Industry	2	280	280	280	HML	—	—	Wgs. Wkg. Cond.	P	S
66111	Rubber Industries	2	161	137	125	M	—	—	Discipline	P	S NS
66112	Tobacco Products	1	509	10	279	L	—	—	Wages	N	—
66113	Construction Industry	1	—	30	30	H	—	—	Sympathy	N	—
66114	Wood Products Industry	1	490	415	312	—	—	—	Wages	P	NS
66115	Metal Fabricating Industry	1	152	131	131	ML	—	—	Overtime	N	—
1966 Strikes During Agreement:											
66116	Construction Industry	94	80	75	15	M	—	—	Jurisdiction	N	—
66117	Construction Industry	31	894	132	85	H	—	—	Dismissal	P	NS
66118	Construction Industry	27	53	34	18	LM	—	—	No. of staff	N	—
66118	*Construction Industry*	*27*	*80*	*50*	*50*	*LM*	—	—	*Safety*	*P*	—
66119	Construction Industry	14	60	10	10	L	—	—	Juris.	F	OD
66120	*Construction Industry*	*12*	*200*	*100*	*100*	*LM*	—	—	*Wkg. Cond.*	*P*	*OD*
66121	Rubber Industries	10	21	18	18	H	—	—	F.B.	N	—
66122	*Machinery Manufacturing Industry*	*10*	*190*	*190*	*22*	—	—	—	*Un. Security*	*P*	*OD OR*
66123	Construction Industry	9	278	278	278	H	—	—	Juris.	P	OD
66124	Utilities	9	113	106	106	LM	—	—	Discipline	N	—
66125	Construction Industry	9	951	875	511	MH	—	—	Un. Support	N	—
66126	Construction Industry	7	1295	156	99	M	—	—	Contract	P	NS
66127	Transportation Equipment Mfg.	7	166	75	21	M	—	—	Suspension	S	S NS
66128	Transportation Equipment Mfg.	6	1818	1334	1328	LM	—	—	Hiring Proc.	N	—
66128	*Transportation Equipment Mfg.*	*6*	—	*1200*	*1200*	—	—	—	—	*N*	—
66129	*Non-Metallic Mineral Mfg.*	*6*	*260*	*197*	*45*	*H*	—	—	*Wkg. Cond.*	—	—
66130	*Construction Industry*	*6*	*60*	*60*	*40*	*H*	—	—	*F.B. Hours*	*P*	*NS*
66131	Primary Metal Industries	5	81	63	63	H	—	—	Walkout	P	S
66132	Transportation Equipment Mfg.	5	1390	1187	457	M	—	—	Wkg. Cond.	N	—
66133	Construction Industry	5	1100	175	175	HML	—	—	Juris.	P	S
66134	Machinery Manufacturing Industry	5	2790	1800	680	MLH	—	—	Wkg. Cond.	P	NS
66134	*Machinery Manufacturing Industry*	*5*	*2100*	*1150*	*1150*	*HM*	—	—	*Overworked*	*N*	—

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DURING STRIKE						PICKETING									
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful	REMEDIES	Number
—	—	—	—	—	—	E	O	—	—	—	6	N	—	Company grievance	66106
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	66107
—	—	—	6	—	—	E	P	—	12	—	15	Y	Y	——	66108
—	—	—	—	—	—	E	P	—	—	—	74	N	—	——	66109
—	—	—	—	—	—	*E*	*P*	—	*72*	*7*	*72*	*N*	—	——	*66109*
—	—	—	—	—	—	E	O	25	55	6	60	N	—	——	66110
—	—	—	—	SO	—	E	O	20	60	10	60	Y	Y	——	66111
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	66112
—	—	—	—	—	—	E	P O	—	—	—	—	Y	Y	——	66113
—	—	—	—	—	—	E	TI AI	0	100	—	100	Y	Y	2 Prosecutions (obstructing Police); employees suspended and dism. (wildcat)	66114
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Employees reprimanded (illegal strike)	66115
—	—	—	—	—	—	E	P	2	—	—	—	N	—	——	66116
—	—	—	—	SO	SO	E	O TD TI	—	—	—	12	Y	Y	Inj. gtd.; emps. disc. (wild.); co., un. grv.	66117
—	—	—	1	—	—	None	—	—	—	—	—	N	—	Decl'n. gtd.; lv. to pros. w/d; co. grv. (dam.)	66118
—	—	—	—	—	—	*E*	*P*	*4*	*12*	*2*	*12*	*N*	—	*Decl'n. gtd.; company grievance (damages)*	*66118*
—	—	—	—	SO	—	E	P	10	10	10	40	N	—	——	66119
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	*Decl'n. w/d; company grv. (damages) w/d*	*66120*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Declaration strike unlawful withdrawn	66121
22	*22*	—	*22*	*SO*	—	*None*	—	—	—	—	—	—	—	——	*66122*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66123
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Declaration strike unlawful withdrawn	66124
—	—	—	—	—	—	E	O	—	—	—	1	N	—	Emp. rep. fined by union; co. grv. dism.	66125
—	—	—	—	SO	—	E	O TD TI	—	—	—	12	Y	Y	Inj. app.; company grievance (wildcat)	66126
—	—	—	—	—	—	E	O TI TD	10	20	8	20	Y	Y	Employees disciplined (wildcat)	66127
—	—	—	—	—	—	E	O TD AD TI AI	30	100	15	400	—	—	Inj. gtd.; conv. (causing disturb.); union officer dism., stewards susp., emps. warned (wildcat) employer grv. (damages)	66128
—	—	—	—	—	—	*E*	—	—	—	—	*100*	*Y*	*Y*	*Inj. gtd.; emps. susp. and dism. (wildcat); company grievance (damages)*	*66128*
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*66129*
—	—	—	—	*SO*	—	*E*	*P*	—	—	—	—	*N*	—	*Injunction granted*	*66130*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66131
—	—	—	—	—	—	—	—	—	—	—	—	N	—	Employees reprimanded and susp. (wildcat)	66132
—	—	—	8	SO	—	E	O	44	210	33	210	Y	Y	Declaration strike unlawful granted	66133
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Employees suspended (wildcat)	66134
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Employees reprimanded (walkout); members reprimanded (walkout)*	*66134*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strikes During Agreement—Continued:											
66135	Construction Industry	5	951	259	259	M	—	—	Language	N	—
66136	Services to Business Management	5	2910	979	253	—	—	—	Sympathy	S	S NS
66137	Construction Industry	4	498	19	19	MH	—	—	Dismissal	N	—
66138	*Electrical Products Mfg.*	*4*	*655*	*500*	*500*	*M*	—	—	*Un. Security*	*N*	—
66139	Wholesale Trade	4	702	500	500	M	—	—	Mgt. Rts.	P	S
66140	Non-Metallic Mineral Mfg.	4	201	162	162	ML	—	—	Discipline	N	—
66141	Construction Industry	4	27	27	10	H	—	—	Discipline	P	S NS OR
66142	Construction Industry	4	996	94	24	M	—	—	Job Assign.	N	—
66143	Textile and Knitting Industry	4	640	372	155	ML	—	—	Mgt. Rts.	P	NS
66144	Machinery Manufacturing Industry	4	130	86	86	HM	—	—	Discipline	N	—
66145	Machinery Manufacturing Industry	4	200	155	125	L	—	—	Protest of arbit'n. award	P	NS
66146	Textile and Knitting Industry	3	70	65	4	M	—	—	Contract	P	NS
66146	*Textile and Knitting Industry*	*3*	*70*	*65*	*4*	*L*	—	—	*Contract*	*P*	*NS*
66147	Electrical Products Mfg.	3	192	174	132	L	—	—	Dismissal	P	NS
66148	Transportation Equipment Mfg.	3	1200	1012	1012	LM	—	—	Mgt. Rts.	N	—
66149	Transportation Equipment Mfg.	3	408	368	30	M	—	—	Wages	P	OD OR
66150	Machinery Manufacturing Industry	3	700	570	550	L	—	—	Discipline	N	—
66151	*Construction Industry*	*3*	*1379*	*299*	*195*	*H*	—	—	*Dismissal*	*P*	*NS*
66152	Primary Metal Industries	3	671	609	254	M	—	—	Mgt. Rts.	P	—
66153	Metal Fabricating Industry	3	353	83	80	HM	—	—	—	P	NS RS
66154	Transportation Equipment Mfg.	2	400	300	60	LM	—	—	Dismissal	N	—
66155	Transportation Equipment Mfg.	2	8957	5657	5575	—	—	—	Wkg. Cond.	N	—
66156	Metal Fabricating Industry	2	1243	109	109	H	—	—	Juris.	N	—
66157	Metal Fabricating Industry	2	450	365	150	M	—	—	Wkg. Cond.	P	NS
66157	*Metal Fabricating Industry*	*2*	*400*	*360*	*180*	*M*	—	—	*Wkg. Cond.*	*N*	—
66158	Wholesale Trade	2	86	47	47	M	—	—	Dismissal	P	S
66159	Metal Fabricating Industry	2	208	173	173	H	—	—	Mgt. Rts.	N	—
66160	Transportation Equipment Mfg.	1	5600	8550	176	M	—	—	Sunday Work	N	—
66161	Construction Industry	1	38	25	13	L	—	—	Wkg. Cond.	N	—
66161	*Construction Industry*	*1*	*30*	*12*	*12*	*LM*	—	—	*Wkg. Cond.*	*P*	*OD*
66162	Chemical Industries	1	131	83	75	L	—	—	Dismissal	P	S NS
66163	Transportation Equipment Mfg.	1	15974	12258	121	L	—	—	Wkg. Cond.	N	—
66164	Metal Fabricating Industry	1	253	253	150	ML	—	—	Stat. Hol.	N	—
66164	*Metal Fabricating Industry*	*1*	*350*	*250*	*250*	*M*	—	—	*Hours*	*N*	—
66165	Transportation Industry	1	43	33	33	L	—	—	Dismissal	N	—

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	O TD TI	—	—	—	50	Y	Y	Inj. gtd.; empr. grv. (violation agreement)	66135
—	—	—	—	SO	—	E	P	—	—	—	—	Y	Y	Decl'n. and lv. to pros. w/d; strikers disc.	66136
—	—	—	9	—	—	E	P	—	12	—	18	N	—	——	66137
—	—	—	—	—	—	*E*	*P*	—	—	—	*40*	*N*	—	*Decl'n. w/d; emps. rep. and susp. (wildcat); empr. grv. (damages) w/d; union grv. (modification of penalties) successful*	*66138*
—	—	—	—	—	—	E	P	—	—	—	—	N	—	——	66139
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66140
6	6	—	6	SO	SO	None	—	—	—	—	—	—	—	Company grievance	66141
—	—	—	—	—	—	E	O TI	—	—	—	1	Y	Y	——	66142
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Employees reprimanded (wildcat)	66143
—	—	—	—	—	—	E	P	15	20	10	50	N	—	Decl'n. gtd.;	66144
—	—	—	—	SO	—	E	O	120	120	—	120	N	—	Decl'n. and leave to prosecute withdrawn	66145
—	—	—	—	SO	—	E	P	—	4	—	4	Y	Y	Employees dismissed	66146
—	—	—	—	*SO*	—	*E*	*O*	—	—	*4*	*4*	*Y*	*Y*	*Employees dismissed (wildcat)*	*66146*
—	—	—	—	SO	—	E	P	15	30	10	30	N	—	Employees suspended	66147
—	—	—	—	—	—	E	P	—	—	—	—	Y	Y	Decl'n. w/d; employees suspended (wildcat)	66148
30	—	54	—	SO	SO	None	—	—	—	—	—	N	—	Employees dismissed (wildcat)	66149
—	—	—	—	—	—	E	O TI	26	201	6	201	Y	Y	——	66150
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	*N*	—	——	*66151*
—	—	—	—	SO	—	E	O TI	—	—	—	—	Y	Y	——	66152
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	——	66153
—	—	—	—	—	—	E	P	—	30	—	30	N	—	——	66154
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66155
—	—	—	—	—	—	E	O	—	—	—	4	N	—	Company grievance (wildcat)	66156
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Employees reprimanded and susp. (wildcat)	66157
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	*Employees reprimanded and susp. (wildcat)*	*66157*
—	—	—	—	—	—	E	O	—	—	—	—	—	—	——	66158
—	—	—	7	—	—	—	P	6	30	6	30	Y	Y	Injunction application	66159
—	—	—	—	—	—	E	O	—	—	—	40	N	—	Employees susp. and dism. (wildcat); un. grv. (modification of penalty)	66160
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Decl'n. and leave to prosecute withdrawn	66161
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Decl'n. withdrawn; company grievance w/d*	*66161*
—	—	—	—	SO	—	E	O	70	—	—	—	Y	Y	—	66162
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees reprimanded and susp. (wildcat)	66163
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66164
—	—	—	—	—	—	*E P*	*P*	*200*	—	*150*	*250*	—	—	——	*66164*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	Employees suspended (wildcat)	66165

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1966 Strikes During Agreement—Continued:											
66166	Construction Industry	1	186	65	65	L	—	—	F.B.	N	—
66167	Transportation Equipment Mfg.	1	5500	5500	11	M	—	—	Suspension	S	OP
66168	Bakery, Beverage and Confectionery Mfg.	1	800	772	21	LHM	—	—	Wkg. Cond.	N	—
66169	Textile and Knitting Industry	1	70	65	12	M	—	—	Dismissal	P	NS
66169	*Textile and Knitting Industry*	*1*	*70*	*65*	*12*	*M*	—	—	*Dismissal*	*P*	*NS*
66170	Metal Fabricating Industry	1	800	600	300	HML	—	—	Sympathy	N	—
66170	*Metal Fabricating Industry*	*1*	*1150*	*950*	*450*	*ML*	—	—	*Sympathy*	*N*	—
66171	*Metal Fabricating Industry*	*1*	*110*	*110*	*65*	—	—	—	*Conditions*	*N*	—
66172	Transportation Equipment Mfg.	1	18752	15179	28	M	—	—	Over Prod'u.	N	—
66173	Transportation Equipment Mfg.	1	5500	5500	24	M	—	—	Discipline	S	OP
66174	Meat, Dairy, Fish Products Mfg.	1	120	100	10	H	—	—	Wages	N	—
66174	*Meat, Dairy, Fish Products Mfg.*	*1*	*120*	*100*	*10*	*H*	—	—	*Wages*	*N*	—
66175	Textile and Knitting Industry	1	250	175	80	MHL	—	—	Wages	N	—
66175	*Textile and Knitting Industry*	*1*	*251*	*174*	*80*	*MHL*	—	—	*Wkg. Cond.*	*N*	—
66176	Transportation Equipment Mfg.	1	5500	5500	18	M	—	—	Wkg. Cond.	S	OP
1966 Strikes Prior to Recognition or Certification:											
66177	*Health and Welfare*	*98*	*13*	*13*	*10*	*H*	—	—	*Wages & Recog.*	*P*	*NS*
66178	*Health and Welfare*	*56*	*29*	*29*	*25*	*H*	—	—	*Wages & Recog.*	*P*	*S NS*
66179	Construction Industry	10	80	76	70	HM	—	—	F.B.	P	S NS OP RS OR
66180	Machinery Manufacturing Industry	4	435	397	145	HM	—	—	Wgs. & Recog.	S	S NS
66181	Construction Industry	2	—	—	—	—	—	—	Un. Security	N	—
66182	Construction Industry	1	200	200	178	—	—	—	Contract	F	NS

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Picketing Location:
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DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	4	—	—	E	TI	45	65	25	65	Y	Y	——	66166
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Emps. susp., dism.; un. grv. (mod. of pen.)	66167
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	66168
—	—	—	—	SO	—	E	P	—	12	—	12	Y	Y	Employees reprimanded (wildcat)	66169
—	—	—	—	*SO*	—	*E*	*O*	—	*12*	*10*	*12*	*Y*	*Y*	——	*66169*
—	—	—	—	—	—	None	—	—	—	—	—	Y	—	5 conv. (trespass); employees reprimanded, susp., dism. (wildcat); co. grv. (dam.) w/d	66170
—	—	—	—	—	—	—	—	—	—	—	—	*Y*	*Y*	*Pros. (trespassing) dism.; emps. susp. and dism. (wildcat); co. grv. (damages) withdrawn*	*66170*
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—	*Employees suspended*	*66171*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees suspended (leaving job)	66172
—	—	—	—	SO	—	None	—	—	—	—	—	N	—	Emps. susp.; union grv. (mod. of penalty)	66173
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	66174
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*66174*
—	—	—	—	—	—	None	—	—	—	—	—	N	—	——	66175
—	—	—	—	—	—	*None*	—	—	—	—	—	*N*	—	——	*66175*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Employees reprimanded and susp. (wildcat)	66176
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	—	—	——	*66177*
—	—	—	—	*SO*	—	—	—	—	—	—	—	—	—	——	*66178*
50	50	12	35	SO	SO	E	P	—	—	—	—	—	—	Declaration strike unlawful granted	66179
—	—	—	2	—	—	E	O TI AI	—	150	—	150	Y	Y	——	66180
—	—	—	—	—	—	—	—	—	—	—	—	—	—	Injunction granted	66181
—	—	—	—	SO	—	E	O	2	—	—	2	N	—	——	66182

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Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1967 Strikes During Legal Period:											
67001	Transportation Equipment Mfg.	303	29	23	6	L	49	62	Wages	N	—
67002	Leather Industries	292	34	22	8	HL	216	9	Wages Un. Sec.	S	S NS OR SC
67003	*Metal Fabricating Industry*	*226*	*285*	*250*	*235*	*M*	—	—	*Wages & F.B.*	*F*	*NS RS OR SC*
67004	Machinery Manufacturing Ind.	181	72	72	72	ML	133	2	Wgs. F.B. Un. Sec.	P	S OD
67004	*Machinery Manufacturing Ind.*	*181*	*80*	*65*	*65*	*ML*	*133*	*2*	*Wages & F.B.*	*P*	*S OD*
67005	Electrical Products Mfg.	93	50	42	38	M	102	15	Wages & F.B.	S	S NS RS OR SC
67006	Textile and Knitting Industry	87	380	330	330	ML	116	24	Wages	P	S
67006	*Textile and Knitting Industry*	*87*	*375*	*335*	*335*	—	*116*	*24*	*Wages*	*N*	—
67007	Transportation Equipment Mfg.	75	278	185	185	L	126	6	Wages	P	S OD
67007	*Transportation Equipment Mfg.*	*75*	*284*	*194*	*194*	*L*	*126*	*6*	*Wages & F.B.*	*P*	*S*
67008	Metal Fabricating Industry	75	629	506	506	MH	204	4	Wages	N	—
67008	*Metal Fabricating Industry*	*75*	*629*	*506*	*506*	*MH*	*204*	*4*	*Wages*	*N*	—
67009	Transportation Equipment Mfg.	63	112	85	85	M	123	39	Wages	N	—
67010	Electrical Products Mfg.	43	5852	3343	3343	LMH	145	3	Wages & F.B.	P	S
67010	*Electrical Products Mfg.*	*43*	*5000*	*3300*	*3300*	*MH*	*145*	*3*	*Wages & F.B.*	*P*	*S OD*
67011	Metal Fabricating Industry	41	95	72	72	LM	176	12	Wages	P	S
67012	Transportation Equipment Mfg.	37	230	192	192	L	114	21	Wages	P	S
67012	*Transportation Equipment Mfg.*	*37*	*205*	*220*	*205*	*ML*	*114*	*21*	*Wages*	*N*	—
67013	Chemical Industries	35	86	80	80	LM	101	10	Wages Wkg. Cond.	P	S SC
67014	Metal Fabricating Industry	30	13	56	56	L	87	15	Wages	N	—
67014	*Metal Fabricating Industry*	*30*	*80*	*60*	*60*	*L*	*87*	*15*	*Wages*	*N*	—
67015	Meat, Dairy, Fish Products Mfg.	20	145	136	136	L	—	—	Wages	N	—
67016	Machinery Manufacturing Industry	18	55	35	30	M	114	5	Wages & F.B.	P	S OP RS
67017	Electrical Products Mfg.	17	120	72	73	LM	716	1	Un. Security	P	S
67017	*Electrical Products Mfg.*	*17*	*100*	*80*	*80*	*LM*	*716*	*1*	*Wages Lang.*	*N*	—
67018	Textile and Knitting Industry	13	380	268	273	ML	153	1	Wages	P	S
67018	*Textile and Knitting Industry*	*13*	*350*	*240*	*240*	*M*	*153*	*1*	*Wages Lang.*	*N*	—
67019	Meat, Dairy, Fish Products Mfg.	13	220	171	171	HLM	—	—	Wages	N	—
67019	*Meat, Dairy, Fish Products Mfg.*	*13*	*200*	*180*	*180*	*HML*	—	—	*Wages*	*N*	—
67020	Fruit, Vegetable, Grain Products Mfg.	11	51	44	44	LM	107	7	Wages	N	—
67021	Primary Metal Industries	7	120	97	97	LM	79	10	Wages & F.B.	N	—
67022	Chemical Industries	7	65	37	37	M	117	7	Wages	N	—
67022	*Chemical Industries*	*7*	*60*	*37*	*37*	*M*	*117*	*7*	—	*P*	*S*

KEY TO ABBREVIATIONS

Degree of Operation:
N — none
P — partial
S — substantial
F — full

Method of Operation:
S — supervisory personnel
NS — non-striking employees in the unit
OD — employees from other departments of the company
OP — employees from other plants of the company
RS — striking employees returning to work
OR — outside replacements
SC — subcontracting operations

Rate of Payment:
SO — same as original rate
BO — better than original rate
SC — same as company's final offer
BC — better than company's final offer
SU — same as union's final demand
BU — better than union's final demand

Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	—	—	E	O TD AD TI	5	8	3	50	Y	Y	5 Convictions (assault)	67001
7	—	5	—	SC	SC	E	O	4	8	1	150	Y	Y	——	67002
180	*180*	—	*210*	—	—	*E C S P*	*P*	*26*	*340*	*6*	*350*	*Y*	*Y*	*Injunction granted; 6 convictions (assault)*	*67003*
—	—	—	—	—	—	E	O TD AD TI	12	12	3	50	Y	Y	4 Charges (obstructing Police)	67004
—	—	—	—	—	—	*E*	*O AD*	*6*	*8*	*4*	*65*	*Y*	*Y*	*6 Charges (loitering)*	*67004*
25	25	30	—	SC	SC	E	O TD AD TI	6	17	2	100	Y	Y	2 Convictions (assault)	67005
—	—	—	—	—	—	E	P O	12	30	2	60	Y	Y	——	67006
—	—	—	—	—	—	*E*	*P*	*25*	*40*	*4*	*250*	—	—	——	*67006*
—	—	—	8	—	—	E	O AD TI	12	30	6	30	Y	Y	Injunction granted; conviction (damage)	67007
—	—	—	*8*	—	—	*E*	*O*	*20*	*40*	*20*	*45*	*Y*	*Y*	*Injunction granted; criminal charges w/d*	*67007*
—	—	—	31	—	—	E	P	6	12	3	40	N	—	——	67008
—	—	—	*31*	—	—	*E*	*P*	*6*	*12*	*3*	*40*	*N*	—	——	*67008*
—	—	—	—	—	—	E	P	4	8	0	25	N	—	——	67009
—	—	—	24	—	—	E	P	145	170	20	170	N	—	——	67010
—	—	—	—	—	—	*E*	*P*	*800*	*2600*	*800*	*3000*	*N*	—	——	*67010*
—	—	—	—	—	—	E	P	7	13	3	30	N	—	——	67011
—	—	—	—	—	—	E	P	10	25	5	150	Y	Y	——	67012
—	—	—	—	—	—	*E*	*P*	*150*	—	—	—	*N*	—	——	*67012*
—	—	—	3	—	—	E P	P O	7	8	2	8	Y	Y	——	67013
—	—	—	—	—	—	E	P	2	4	2	8	N	—	——	67014
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—	——	*67014*
—	—	—	—	—	—	E	P	20	30	5	30	Y	Y	——	67015
—	—	—	—	—	—	E	P O	30	30	30	30	Y	Y	——	67016
—	—	—	—	—	—	E	O	9	18	5	50	Y	Y	——	67017
—	—	—	—	—	—	*E*	*P*	*15*	*75*	*5*	*80*	*N*	—	——	*67017*
—	—	—	—	—	—	E	P O	10	25	10	30	N	—	——	67018
—	—	—	—	—	—	*E*	*P*	*12*	*15*	*5*	*75*	*N*	—	——	*67018*
—	—	—	—	—	—	E	P	12	20	6	35	N	—	——	67019
—	—	—	—	—	—	*E*	*P*	*8*	*20*	*6*	*38*	*N*	—	——	*67019*
—	—	—	—	—	—	E	P	—	20	8	20	N	—	——	67020
—	—	—	—	—	—	E	P O	—	—	—	60	N	—	——	67021
—	—	—	—	—	—	E	O	6	10	6	37	Y	Y	——	67022
—	—	—	—	—	—	*E*	*P*	*4*	*28*	*2*	*28*	*N*	—	——	*67022*

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1967 Strikes During Legal Period—Continued:											
67023	Meat, Dairy, Fish Products Mfg.	6	40	33	33	MH	147	218	Wages & F.B.	P	S OP
67023	*Meat, Dairy, Fish Products Mfg.*	*6*	*40*	*30*	*30*	*M*	—	—	*Wages*	*P*	*S*
67024	Electrical Products Mfg.	5	144	95	72	LH	109	8	Wages	P	S NS
67025	Primary Metal Industries	4	155	124	124	HM	—	—	—	P	S
67026	Electrical Products Mfg.	2	447	447	447	ML	—	—	Wages	N	—
67027	Machinery Manufacturing Industry	1	1000	650	650	ML	196	68	Wages	N	—
67028A	Transportation Industry	1	7988	91	91	H	265	3	Wages	N	—
67028A	*Transportation Industry*	*1*	*8000*	*88*	*86*	*H*	*267*	*1*	*Wages*	*P*	*S*
67028B	Transportation Industry	1	7988	117	117	MH	231	3	Wages	N	—
67028B	*Transportation Industry*	*1*	*8000*	*115*	*115*	—	*231*	*1*	*Wages Wkg. Cond.*	*P*	*S*
67029	Machinery Manufacturing Industry	1	340	190	190	HM	83	3	Wages & F.B.	N	—
1967 Strikes During Conciliation:											
67030	Paper and Allied Industries	85	87	72	62	LMH	—	—	—	P	S NS OR SC
67031	Agriculture	1	282	222	30	L	—	—	—	F	NS
1967 Strikes During Negotiation:											
67032	Machinery Manufacturing Industry	5	72	72	72	ML	—	—	Wages Un. Sec.	N	—
67033	Metal Fabricating Industry	1	224	224	216	ML	—	—	Lay-off	N	—
67033	*Metal Fabricating Industry*	*1*	*350*	*250*	*250*	*M*	—	—	*Lay-off*	*N*	—
1967 Strikes During Agreement:											
67034	*Construction Industry*	*17*	*50*	*40*	*40*	*LM*	—	—	*Wkg. Cond.*	*N*	—
67035	Construction Industry	15	426	55	55	HM	—	—	F.B. Juris.	N	—
67036	Construction Industry	12	90	23	5	HM	—	—	Juris.	N	—
67037	*Rubber Industries*	*2*	*3000*	*2100*	*75*	*M*	—	—	*Suspension*	*S*	*NS*
67038	Construction Industry	11	11	11	11	H	—	—	Juris.	P	OD
67039	Rubber Industries	10	1239	1220	137	M	—	—	Discipline	P	NS
67039	*Rubber Industries*	*10*	*1680*	*1239*	*300*	*M*	—	—	*Wages*	*P*	*NS*
67040	Construction Industry	10	617	15	15	HM	—	—	Juris.	P	OD
67041	Utilities	8	615	509	491	HLM	—	—	Promotion	N	—
67041	*Utilities*	*8*	*600*	*500*	*100*	*H*	—	—	*Promotion*	*N*	—
67042	Construction Industry	6	720	230	230	H	—	—	Dismissal	N	—
67043	Mines, Mills, Wells	6	221	179	104	M	—	—	F.B.	P	NS
67044	Construction Industry	5	250	210	210	HM	—	—	Prefabrication	N	—
67045	*Bakery, Beverage and Confectionery Mfg.*	*5*	*211*	*211*	*211*	*LM*	—	—	*Mgt. action*	*N*	—
67046	Metal Fabricating Industry	5	826	718	718	LM	—	—	Prod. Std.	N	—
67047	Construction Industry	4	—	—	50	H	—	—	Prefabrication	N	—

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OP — employees from other plants of the company
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OR — outside replacements
SC — subcontracting operations

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SO — same as original rate
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SU — same as union's final demand
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Picketing Location:
E — employer's premises (including construction site)
C — customers of the struck employer
S — suppliers of the struck employer
P — related plants of the struck employer

DURING STRIKE						PICKETING								REMEDIES	
				Rate of Payment				Numbers							
								Daily							
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful		Number
—	—	—	—	SO	—	E	P O	6	9	0	15	N	—	——	67023
—	—	—	—	—	—	*E*	*P*	*8*	—	—	*30*	*N*	—	——	*67023*
—	—	—	6	SC	—	E S	P TI TD	8	20	4	30	Y	Y	——	67024
—	—	—	—	—	—	E	P	6	10	2	14	Y	Y	——	67025
—	—	—	19	—	—	E	P O	24	24	24	24	Y	Y	——	67026
—	—	—	—	—	—	E	P	25	30	10	—	Y	Y	——	67027
—	—	—	—	—	—	E	P	15	21	9	21	N	—	——	67028A
—	—	—	—	—	—	*E*	*P*	*12*	*12*	*12*	*12*	*N*	—	——	*67028A*
—	—	—	—	—	—	E	P	15	21	9	21	N	—	——	67028B
—	—	—	—	—	—	*E*	*P*	*12*	*12*	*12*	*12*	*N*	—	——	*67028B*
—	—	—	-	—	—	E	P (2 hours only)	2	2	2	—	—	—	——	67029
48	22	5	26	SC	SC	E	P	10	30	2	70	Y	Y	2 Convictions (assault, damages)	67030
—	—	—	—	SO	—	E	O	30	30	30	30	N	—	——	67031
—	—	—	—	—	—	E	O	12	—	—	40	—	—	——	67032
—	—	—	—	—	—	E	P	60	—	—	100	N	—	Employees reprimanded for unlawful strike	67033
—	—	—	—	—	—	*E R*	*P*	*200*	—	*150*	*250*	*Y*	*Y*	*Employees reprimanded for unlawful strike*	*67033*
—	—	—	—	—	—	*E*	*P*	*4*	*6*	*2*	*6*	—	—	*Declaration strike unlawful withdrawn*	*67034*
—	—	—	15	—	—	E	P	12	40	4	40	Y	Y	Strike leaders suspended	67035
—	—	—	—	—	—	E	P AD	—	—	—	—	N	—	Company grievance (damages)	67036
—	—	—	—	*SO*	—	*E*	*P*	*25*	—	—	*25*	*N*	—	*Declaration strike unlawful granted*	*67037*
—	—	—	4	—	—	None	—	—	—	—	—	—	—	——	67038
—	—	—	—	SO	—	None	—	—	—	—	—	—	—	Decl'n. and leave to prosecute withdrawn	67039
—	—	—	—	*SO*	—	*None*	—	—	—	—	—	—	—	*Decl'n. and leave to prosecute withdrawn*	*67039*
—	—	—	2	—	—	E	P	8	15	4	15	Y	Y	——	67040
—	—	—	—	—	—	E	P	20	30	10	30	N	—	Company grievance (unlawful strike) w/d	67041
—	—	—	—	—	—	*E*	*P*	*12*	*30*	*4*	*300*	*N*	—	*Decl'n. withdrawn; co. grv. (unlawful sk.) w/d*	*67041*
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	67042
—	—	—	9	SO	—	E	P (1st day only)	—	—	—	—	N	—	Decl'n. withdrawn; employees suspended	67043
—	—	—	—	—	—	None	—	—	—	—	—	—	—	Inj. gtd.; decl'n. and lv. to pros. w/d; damage action withdrawn	67044
—	—	—	—	—	—	—	—	—	—	—	—	—	—	——	*67045*
—	—	—	—	—	—	E	O	20	—	—	—	N	—	Employees reprimanded for illegal strike	67046
—	—	—	—	—	—	None	—	—	—	—	—	—	—	——	67047

KEY TO ABBREVIATIONS

Conduct of Picketing:

P — peaceful
O — obstruction of entrance
TD — threatened property damage
AD — actual property damage
TI — threatened personal injury
AI — actual personal injury

Remedies:

app. — application
co. — company
conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
gtd. — granted
inj. — injunction
lv. to pros. — leave to prosecute
proc. — proceedings
pros. — prosecution
ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

Number	Type of Industry	Duration of Strike (days)	Plant Size	Unit Size	No. of Strikers	Strikers' Skills	Negotiation and Conciliation (days)	Beginning of Strike (days)	Strike Issues	OPERATIONS Degree	OPERATIONS Method
1967 Strikes During Agreement—Continued											
67048	*Construction Industry*	*4*	*80*	*80*	*80*	*H*	—	—	*Un. Security*	*N*	—
67049	*Construction Industry*	*4*	*70*	*50*	*50*	*LM*	—	—	*Hours*	*N*	—
67050	Construction Industry	3	42	9	9	H	—	—	Juris.	N	—
67051	Construction Industry	3	405	23	23	MH	—	—	Juris.	N	—
67052	Construction Industry	2	—	—	16	—	—	—	Un. Security	—	—
67053	Construction Industry	2	186	23	23	M	—	—	Juris.	N	—
67054	Construction Industry	2	21	15	15	L	—	—	Hrng procdrs	S	OD SC
67055	Textile and Knitting Industry	2	193	168	168	—	—	—	Wkg. Cond.	N	—
67055	*Textile and Knitting Industry*	*2*	*225*	*200*	*200*	—	—	—	—	*N*	—
67056	Mines, Mills, Wells	1	213	191	26	LHM	—	—	Safety	P	S NS
67057	Textile and Knitting Industry	1	563	473	10	ML	—	—	F.B.	S	NS
67058	Transportation Equipment Mfg.	1	284	232	228	L	—	—	Promotion	P	S NS
67059	Transportation Industry	1	38	28	14	—	—	—	Wkg. Cond.	S	S NS
67060	Maintenance	1	232	163	70	HL	—	—	Discipline	S	NS
67061	Transportation Equipment Mfg.	1	339	314	314	MH	—	—	Sec. pickets	N	—
67062	Metal Fabricating Industry	1	676	594	594	LH	—	—	Discipline	N	—
67062	*Metal Fabricating Industry*	*1*	*850*	*700*	*175*	*MLH*	—	—	*Discipline*	*N*	—
67063	Bakery, Beverage and Confectionery Mfg.	1	602	538	132	ML	—	—	Wkg. Cond.	S	NS
67063	*Bakery, Beverage and Confectionery Mfg.*	*1*	*1100*	*424*	*103*	*LM*	—	—	*Leave denied*	*S*	*S NS*
1967 Strikes Prior to Recognition or Certification:											
67064	Metal Fabricating Industry	11	15	12	12	H	—	—	Juris.	N	—
67065	Mines, Mills, Wells	5	572	572	160	—	—	—	Dismissal	S	NS
67066	Transportation Industry	3	45	27	20	M	—	—	Wages	N	—

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Rate of Payment:
SO — same as original rate
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DURING STRIKE						PICKETING										REMEDIES	
				Rate of Payment				Numbers Daily									
OR Hired	OR Retained	How Soon Hired (days)	Job Turnover	Working Employees	Outside Replacements	Location	Conduct	Usual	Maximum	Minimum	Largest	Police Called	Police Successful				Number
—	—	—	—	—	—	*E*	*P*	—	—	—	—	*N*	—			*Grv. reference to Joint Conference Board*	*67048*
—	—	—	—	—	—	*E*	*P*	*2*	*4*	*2*	*4*	*N*	—			——	*67049*
—	—	—	—	—	—	E	P	2	12	2	12	Y	Y			Company grievance	67050
—	—	—	2	—	—	E	P	12	21	4	25	Y	Y			——	67051
—	—	—	—	—	—	None	—	—	—	—	—	—	—			——	67052
—	—	—	—	—	—	E	P O	6	20	6	20	—	—			——	67053
—	—	—	—	—	—	E	P	5	8	2	8	N	—			——	67054
—	—	—	1	—	—	E	P	15	100	5	100	*Y*	Y			Injunction granted; employees suspended	67055
—	—	—	—	—	—	*E*	*P*	*25*	*50*	*10*	*75*	*Y*	*Y*			*Union grievance re suspensions*	*67055*
—	—	—	—	SO	—	None	—	—	—	—	—	—	—				67056
—	—	—	—	—	—	None	—	—	—	—	—	N	—			——	67057
—	—	—	—	—	—	None	—	—	—	—	—	—	—			——	67058
—	—	—	—	SO	—	E	P	3	—	—	14	N	—			——	67059
—	—	—	—	SO	—	E	P	—	—	—	20	N	—			——	67060
—	—	—	—	—	—	E	P (secondary)	10	12	10	12	N	—			——	67061
—	—	—	—	—	—	None	—	—	—	—	—	—	—			——	67062
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—			——	*67062*
—	—	—	—	SO	—	None	—	—	—	—	—	—	—			Warning letter to emps.; co. grv. (damages)	67063
—	—	—	—	—	—	*None*	—	—	—	—	—	—	—			*Employees reprimanded; co. grv. (damages)*	*67063*
—	—	—	—	—	—	E	P	—	—	—	—	N	—			Injunction applied for	67064
—	—	—	77	SO	—	E R	O TD TI	12	75	2	75	Y	Y			77 Strikers dismissed	67065
—	—	—	—	—	—	E C	O TD TI	5	5	5	25	Y	Y			——	67066

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conv(s). — conviction(s)
decl'n. — declaration strike unlawful
disc. — discipline
dism. — dismissal or dismissed
emp(s). — employee(s)
emp'r(s). — employer(s)
grv. — grievance
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ref. — refused
rep. — reprimand
sk. — strike
succ. — successful
susp. — suspended or suspension
un. — union
viol. — violation
w/d — withdrawn

STRIKE VOTE (This data *not* included in Table 28)

TABLE 29: Strike Votes In Labour Disputes Occurring During 1958-1967

Location or Method of Voting	*Number*	*Per Cent*
At union hall	165	92.2
At plant or job site	14	7.8
By mail	—	—
Other	—	—
Total	179	100.0

Time When Last Vote Taken	*Number*	*Per Cent*
During negotiations	27	16.2
During conciliation	24	14.4
During the statutory waiting period after conciliation	71	42.5
After the waiting period but before strike	42	25.1
During the strike	3	1.8
Total	167	100.0

Voting Constituency	*Number*	*Per Cent*
All employees in the unit	94	54.3
Only union employees in the unit	79	45.7
Other	—	—
Total	173	100.0

NOTE: This data covers 195 strike situations. Individual totals are less because of incomplete responses which did not answer all parts of the question.

In all, 195 unions provided information about strike votes taken in labour disputes that occurred during the ten-year period of the study.

Table 29 shows that the vote was held either at the union hall (92.2 per cent) or at the plant or job site (7.8 per cent).

It was conducted after conciliation and prior to strike in over two thirds (67.6 per cent) of the cases and during conciliation in 14.4 per cent. In addition, 16.2 per cent reported the vote during negotiations and 1.8 per cent during the strike.

In over half of the cases (54.3 per cent) all employees in the unit were given the opportunity to vote, while in the remainder of the circumstances the vote was restricted to those employees who were members of the union.

LOCATION OF LABOUR DISPUTES, 1958-1967

Table 30 catalogues the 800 strike situations covered by the study according to geographic location and economic region, in descending order of population size. In 3 cases no location was specified and in 11 others, the strikes occurred in more than one region and have been so designated.

TABLE 30: Distribution of Strikes According to Location by Frequency of Response

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Eastern Ontario												
Ottawa	284	—	—	—	—	1	—	—	2	2	—	5
Kingston	53	—	2	—	2	1	1	2	1	—	1	10
Cornwall	44	—	1	—	—	2	1	1	—	3	1	9
Eastview	25	—	—	1	—	—	—	—	—	—	—	1
Brockville	19	—	—	1	—	—	—	1	1	—	—	3
Pembroke	16	—	—	—	—	—	—	—	1	2	—	3
Smith Falls	10	—	—	—	—	—	1	—	—	2	—	3
Perth	6	—	—	—	—	—	—	—	—	1	—	1
Arnprior	5	—	—	—	—	—	—	—	—	1	—	1
Prescott	5	—	—	1	—	—	—	—	—	1	—	2
Napanee	under 5	—	—	—	—	—	—	—	—	—	1	1
Haley	under 5	—	—	—	—	—	—	—	—	1	—	1
Chesterville	under 5	—	—	—	—	—	—	—	—	1	—	1
Long Sault	under 5	—	—	—	—	—	—	—	1	—	1	2
Carleton Place	under 5	—	—	—	—	—	1	1	—	1	—	3
Iroquois	under 5	—	—	—	—	—	—	1	—	—	—	1
Kemptville	under 5	—	—	—	—	1	—	—	—	—	—	1
Total		0	3	3	2	5	4	6	6	15	4	48

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Lake Ontario												
Peterborough	53	—	1	1	—	1	1	1	6	2	1	14
Belleville	33	—	—	—	—	—	1	1	—	—	—	2
Trenton	14	—	—	—	3	—	1	—	—	1	1	6
Lindsay	12	—	1	1	—	—	—	—	—	5	—	7
Coburg	10	—	—	1	1	—	—	—	—	—	—	2
PortHope	8	—	—	—	—	—	—	1	—	1	—	2
Bowmanville	8	—	—	—	—	—	1	2	—	—	—	3
Ruthven	under 5	—	1	—	—	—	—	—	—	—	—	1
Longford Mills	under 5	—	—	1	—	—	—	—	—	—	1	2
Point Anne	under 5	—	—	—	1	—	—	—	1	—	—	2
Millhaven	under 5	—	—	—	—	—	—	1	—	1	—	2
Stoney Creek	under 5	—	—	—	—	—	—	—	2	—	—	2
TOTAL		0	3	4	5	1	4	6	9	10	3	45

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Metropolitan												
Toronto	1,778	13	11	8	15	14	12	15	29	35	8	160
Oshawa	74	2	—	—	2	2	1	2	9	9	3	30
Burlington	58	—	—	—	—	1	—	—	1	1	—	3
Oakville	51	—	2	—	1	1	3	1	4	1	—	13
Brampton	34	—	1	—	—	—	1	3	2	1	1	9
Whitby	15	—	—	—	—	1	—	—	2	—	1	4
Aurora	10	—	—	—	—	—	—	—	—	1	2	3
Ajax	9	—	—	1	1	—	—	—	—	—	—	2
Newmarket	9	—	1	—	—	1	—	—	—	—	—	2
Milton	6	1	—	—	—	1	—	—	—	1	1	4
Clarkson	under 5	—	—	—	—	—	—	—	—	2	—	2
Pickering	under 5	—	—	—	—	—	—	—	—	1	—	1
Georgetown	under 5	—	—	—	—	—	—	1	—	—	—	1
Bramalea	under 5	—	—	—	—	—	1	—	—	1	—	2
Woodbridge	under 5	—	—	—	—	—	—	1	—	—	—	1
Port Credit	under 5	—	—	1	—	—	1	—	2	—	—	4
TOTAL		16	15	10	19	21	19	23	49	53	16	241

Economic Region and Urdan Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Niagara												
Hamilton	281	6	7	4	5	4	6	10	14	15	7	78
St. Catharines	91	—	—	1	—	—	2	4	4	9	1	22
Brantford	57	4	2	—	—	—	—	3	3	7	1	20
Niagara Falls	54	3	—	—	1	—	2	—	4	—	—	10
Welland	38	—	—	1	2	2	1	—	3	2	—	11
Port Colborne	18	1	—	—	—	—	1	—	—	2	—	4
Fort Erie	9	—	—	—	—	—	1	—	1	—	—	2
Thorold	9	—	—	1	—	—	—	—	4	—	—	5
Grimsby	6	—	—	—	—	—	—	1	—	—	—	1
Dunnville	6	—	—	—	—	1	—	3	—	—	1	5
Port Maitland	under 5	—	—	—	—	—	—	—	—	—	1	1
Dundas	under 5	—	—	—	—	—	—	—	1	1	—	2
Port Robinson	under 5	—	—	—	—	1	—	—	—	—	—	1
TOTAL		14	9	7	8	9	13	21	34	36	11	162

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Lake Erie												
London	181	2	1	2	1	2	2	3	4	6	1	24
Woodstock	23	1	—	—	1	1	1	—	1	2	—	7
St. Thomas	23	—	—	—	1	1	—	—	—	2	—	4
Simcoe	10	—	—	—	—	—	—	—	1	1	2	4
Tilsonburg	7	—	—	1	—	—	—	—	1	—	—	2
Talbotville	under 5	—	—	—	—	—	—	—	—	—	1	1
Ojibway	under 5	—	—	—	—	—	—	—	—	1	—	1
Lakeview	under 5	—	—	—	1	—	—	—	—	—	—	1
Aylmer	under 5	—	—	—	—	1	—	—	—	—	—	1
TOTAL		3	1	3	4	5	3	3	7	12	4	45

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Lake St. Clair												
Windsor	186	2	5	2	4	2	4	5	12	12	4	52
Sarnia	52	1	—	1	1	1	—	2	2	2	1	11
Chatham	31	—	2	—	—	—	—	—	1	—	1	4
Wallaceburg	10	—	—	—	—	—	—	—	—	—	1	1
Leamington	9	—	—	—	—	—	1	1	1	—	—	3
Strathroy	6	—	—	1	—	—	—	—	—	—	—	1
La Salle	under 5	1	—	—	—	—	—	—	—	—	—	1
Amherstburg	under 5	1	—	—	—	—	—	1	1	—	—	3
Essex	under 5	—	—	—	—	—	—	1	—	—	—	1
Thamesville	under 5	1	—	—	—	—	—	—	—	—	—	1
Petrolia	under 5	—	1	—	—	—	—	—	—	—	—	1
TOTAL		6	8	4	5	3	5	10	17	14	7	79

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Upper Grand River (Midwestern)												
Kitchener	87	1	1	2	—	1	2	—	—	—	3	10
Guelph	48	—	—	1	—	1	2	3	1	1	2	11
Galt	32	—	—	—	1	—	—	—	—	3	—	4
Waterloo	28	—	—	—	—	—	—	—	—	1	—	1
Stratford	23	—	—	—	2	3	—	—	—	1	1	7
Preston	13	—	—	1	1	—	—	—	1	—	—	3
Goderich	7	—	—	1	—	—	—	—	—	—	—	1
Hespeller	5	1	—	—	—	—	—	—	—	—	—	1
Elmira	under 5	—	—	—	—	—	—	—	—	1	—	1
Listowel	under 5	—	—	—	—	—	—	—	—	1	—	1
New Hamburg	under 5	—	—	—	—	—	—	1	—	—	—	1
Walkerton	under 5	—	—	—	—	—	—	1	1	—	—	2
Fergus	under 5	—	—	—	—	—	—	—	2	—	—	2
TOTAL		2	1	5	4	5	4	5	5	8	6	45

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Georgian Bay												
Barrie	24	—	—	1	—	—	—	—	—	—	—	1
Owen Sound	18	—	—	—	—	—	—	—	1	1	—	2
Orillia	15	—	—	1	—	—	—	—	—	—	—	1
Midland	10	—	—	1	—	1	—	—	—	—	—	2
Collingwood	8	—	—	—	—	—	—	—	1	—	1	2
Bradford	under 5	—	—	—	—	—	—	—	—	—	1	1
Nobel	under 5	1	—	—	—	—	—	—	—	—	—	1
Bracebridge	under 5	—	—	—	1	—	—	—	—	—	—	1
Penetang	under 5	—	—	—	—	—	—	1	—	—	—	1
Uxbridge	under 5	—	—	—	—	—	—	—	1	—	—	1
Hanover		—	—	—	—	—	1	—	—	—	—	1
TOTAL		1	0	3	1	1	1	1	3	1	2	14

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
North Eastern												
Sudbury	81	1	—	1	1	1	2	1	1	2	1	11
Sault Ste. Marie	72	1	1	2	1	—	2	3	1	2	3	16
Timmins	29	—	—	1	—	—	—	1	1	3	—	6
North Bay	23	—	—	—	—	—	—	—	2	1	—	3
Sturgeon Falls	7	—	—	—	—	—	—	—	—	—	1	1
Spruce Falls	under 5	—	—	—	—	—	—	—	—	—	1	1
Algoma Mills	under 5	—	—	—	—	—	—	—	—	—	1	1
Westree	under 5	1	—	—	—	—	—	—	—	—	—	1
Caramat	under 5	1	—	—	—	—	—	—	—	—	—	1
Temagami	under 5	—	—	—	—	—	—	—	—	3	3	6
Copper Cliff	under 5	—	—	—	—	—	—	—	—	1	—	1
Kidd Creek	under 5	—	—	—	—	—	—	—	—	1	—	1
New Liskeard	under 5	—	—	—	—	—	—	—	—	1	—	1
Matheson	under 5	—	—	—	—	—	—	—	—	1	—	1
Chelmsford	under 5	—	—	—	—	—	—	—	—	1	—	1
Haileybury	under 5	—	—	—	—	—	—	—	1	—	—	1
Deep River	under 5	—	—	—	—	—	—	—	1	—	—	1
Hoyle	under 5	—	—	—	—	—	—	—	1	9	1	11
Elliot Lake	under 5	—	—	—	—	—	—	—	—	1	—	1
Falconbridge	under 5	—	—	1	—	—	—	—	—	—	—	1
Chapleau	under 5	1	—	—	—	1	—	—	—	—	—	2
Nairn Centre	under 5	1	—	—	—	—	—	—	—	—	—	1
Coniston	under 5	—	—	—	1	—	—	—	—	—	—	1
Porcupine	under 5	—	—	—	1	—	—	—	—	2	—	3
Douglas Point	under 5	—	—	—	—	—	4	—	—	—	—	4
Kirkland Lake	under 5	—	—	—	—	—	—	1	1	—	—	2
Mattawa	under 5	—	—	—	—	—	—	—	1	—	—	1
Cochrane	under 5	—	—	—	—	—	—	—	1	—	—	1
TOTAL		6	1	5	4	2	8	6	11	28	11	82

Economic Region and Urban Centre	population ,000	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Lakehead and Northwestern Ontario												
Fort William	47	—	—	1	—	2	—	3	—	1	—	7
Port Arthur	46	—	1	2	—	—	—	2	—	1	—	6
Fort Frances	9	2	—	—	1	—	—	—	—	—	—	3
Dryden	6	—	—	—	—	—	1	—	—	—	—	1
Atikokan	under 5	1	—	1	—	1	—	—	—	1	3	7
Nipigon	under 5	1	—	—	—	—	—	—	—	—	—	1
Steep Rock Lake	under 5	—	—	—	1	—	—	—	—	—	—	1
Long Lac	under 5	—	—	—	—	—	1	—	—	—	—	1
Moosonee	under 5	—	—	—	1	—	—	—	—	—	—	1
TOTAL		4	1	4	3	3	2	5	—	3	3	28

Strike Situations involving more than one location	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Hamilton—Burlington	—	—	—	—	—	—	2	—	—	—	2
Brantford—Toronto—Woodstock	—	—	—	—	1	—	—	1	—	—	2
Hamilton—Toronto	1	—	—	—	—	—	—	1	—	—	2
Hamilton—Welland	—	—	—	—	—	1	—	—	—	—	1
Hoyle—Kidd Creek	—	—	—	—	—	—	—	—	1	—	1
TOTALS	1	—	—	—	1	1	2	2	1	—	8

	1958	1959	1960	1961	1962	1963	1964	1965	1966	1967	Totals
Situations in which the location of the strike was given as province wide	—	—	—	—	1	—	—	1	1	—	3

APPENDIX E: ANALYSIS OF COLLECTIVE BARGAINING SITUATIONS ARISING IN THE NON-CONSTRUCTION INDUSTRIES OF ONTARIO DURING 1967.

TABLE 1

Bargaining situations arising in the non-construction industries in Ontario during 1967.

	Number	*Employees Affected*
Agreement expirations	2373 (approx.)	270,000 (approx.)
New certifications	474	20,474
TOTAL	2847 (approx.)	290,474 (approx.)

TABLE 2

Bargaining situations arising in the non-construction industries in Ontario during 1967 referred to Conciliation.

	Number	*Employees Affected*
Agreement expirations	971	161,220
New certifications	258	17,991
TOTAL	1229	179,221

TABLE 3

Disposition of cases referred to Conciliation occurring in bargaining situations arising in the non-construction industries in Ontario during 1967.

	Number	*Employees Affected*
Settled by Conciliation Officer		
Agreement expirations	475	43,569
New certifications	121	8,365
Settled prior to, or by Conciliation Board or Mediator		
Agreement expirations	19	3,550
New certifications	4	208
Pending at Conciliation (June '68)	68	5,392
Not settled at Conciliation	542	118,137
TOTAL	1229	179,221

TABLE 4

Strikes and Lockouts occurring in bargaining situations arising in the non-construction industries in Ontario during 1967.

	Number	*Employees*	*Days Duration*	*Duration Mandays*
Agreement expirations	120	88,226	4,506	272,660
New certifications	19	5,650	1,371	181,515
TOTAL	139	93,876	5,877	454,175

TABLE 5

Disposition of bargaining situations arising in the non-construction industries in Ontario during 1967.

	Situations		*Employees Affected*	
	Number	*Percent*	*Number*	*Percent*
Settled by parties alone without intervention	1,618	56.8	111,253	38.3
Settled at Conciliation	619	21.7	55,692	19.2
Pending at Conciliation	68	2.4	5,392	1.9
Settled after Conciliation but prior to strike or lockout	403	14.2	24,261	8.4
Strikes or lockouts	139	4.9	93,876*	32.3
TOTAL	2,847	100.0	290,474	100.1

*This figure is unusually high. During 1967 there were six strikes affecting very large bargaining units covering 68,100 employees. These strikes represent only 4.3% of the total strike situations but account for 72.5% of the total employees affected by strikes in the year.

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Ontario. Royal Commission Inquiry into Labour Disputes Report Toronto, Q.P.) 1968.

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